APPENDIX 2

BVPI	Purpose	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4	Total 2004/05	Top Quartile
11	Number of Senior women in organisation	24%	Not required	Not required	Not required	Not required	Not required	n/a
11a	5% top earners who are women	31%	29%	30%	24%	26%	26%	26.69%
11b	5% top earners who are ethnic	0%	0	0	0	0	0	2.2%
12	Number of days sick per member of staff	9.6	9	8.8	8.1	7.9	7.9	8.93
14	Number of early retirements as a percentage of staff	0.2%	0.2%	0%	0.2%	0.4%	0.81%	0.14%
15	Number of ill health retirements as a percentage of staff	0%	0%	0%	0	0	0	0
16	Number of staff with disabilities within organisation	1.4%	1.1%	1.3%	1.4%	1.8%	1.8%	4.11%
17	Number of staff from ethnic minorities within organisation	1.6%	2.1%	2.1%	1.4%	1.8%	1.8%	2.4%
Local	Number of women leaving to go on maternity leave	8	4	1	2	2	9	n/a
Local	Number of grievance cases	0	0	0	2	0	2	n/a
Local	Number of disciplinary cases	0	1	0	0	0	1	n/a
Local	Number of employment tribunals	0	0	0	0	0	2	n/a
Local	Number of referrals to Occupational Health	6	11	5	1	1	18	n/a
Local	Number of long-term ill health cases	25	3	3	1	5	12	n/a

	Purpose	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4	Total 2004/05	Top quartile
Local	Number of JE NJC Panel post reviews	35	7	11	11	6	35	n/a
Local	Number of JE Hay Panel post reviews	4	0	0	0	0	0	n/a
Local	Number of voluntary leavers as a percentage of staff (excludes early retirements on efficiency grounds)	10.7%	3.75%	3.75%	2.9%	3.7%	14%	n/a
Local	Number of people offered permanent contacts who declined the offer	0			1		1	n/a
Local	Percentage of employees transferring between permanent posts internally	2%	1.25%	1.7%	1.2%	2.8%	3.92%	n/a
Local	Number of leavers against leaving code as percentage of total number of leavers	Not appropriate to set targets						
	A1: Ext appointment – public sector	2 = 3%	3 = 17%	1 = 5.5%	4 = 28%	3 = 16%	11	
	A2: Ext appointment – private sector	14 = 21.5%	4 =22%	4 = 22%	2 = 14%	6 = 32%	16	
	AO: External appointment – unknown	11 = 17%	0	0	1 = 7%	0	1	
	B: Internal transfer	0	6	8	6	14	34	
	C: Retired	11 = 17%	3 = 17%	4 = 22%	1 = 7%	4 = 21%	12	
	D: Redundant	4 = 6%	1 = 5.5%	0	0	0	1	
	E: Maternity	2 = 3%	0	0	0	0	0	
	F: Moved out of area	3 = 4%	0	1 = 5.5%	1 = 7%	3 = 16%	5	
	G: College	2 = 3%	1 = 5.5%	1 = 5.5%	0	0	2	
	H: Dismissal	0	1 = 5.5%	0	0	0	1	
	I: Failed probation	1 = 1.5%	0	0	0	0	0	
	J: Personal reasons (ie to travel abroad)	3 = 5%	2 = 11%	4 = 22%	3 = 21%	1 = 5%	10	
	K: Died	2 = 3%	0	0	0	0	0	
	L: End of contract	0	0	0	0	0	0	
	M: Long term Sickness	4 = 6%	0	0	0	1 = 5%	1	
	Not known	6 = 9%	3 = 17%	2 = 11%	2 = 14%	4 = 21%	11	

	Purpose	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4	Total 2004/05	Top Quartile
Local	Number of days of sickness against sickness code							
	S001 - Back & neck problems		73.5	75.5	52.5	57.5	259	
	S002 – Other musculo-skeletal problems		70	126	56.5	0	252.5	
	S003 - Stress, depression, anxiety, mental health & fatigue		80	178.5	168	348	774.5	
	S004 - Infections; including colds & flu		96.5	247.5	185.5	405.5	935	
	S005 – Neurological; including headaches & migraine		11.5	37.5	29.5	34.5	113	
	S006 – Genito-urinary; including menstrual problems		6	10.5	11	52	79.5	
	S007 – Pregnancy related		14	46	6	0	66	
	S008 – Stomach, liver, kidney & digestion		36.5	102.5	109	125.5	373.5	
	S009 – Heart, blood pressure & circulation		1	6.5	20	20	47.5	
	S010 – Chest & respiratory; including chest infections		43	50.5	11	0	104.5	
	S011 - Eye, ear, nose & mouth/dental		22	47	36	0	105	
	S012 – Other		73.5	178.5	146.5	151.5	550	

Assumptions: f.t.e = 491.12 headcount (permanent) = 466 (staff in post, not including vacant posts – as at 30.12.04)

506 (staff in post, not including vacant posts – as at 31.12.04)

514 (staff in post, not including vacant posts – as at 31.3.05)

Note:
On corporate health indicators, increase in numbers of staff meeting the indicator will not always give consistent percentage increase as the denominator used changes as establishment and vacancies change

BVPI 12 (no. days sick per member of staff) uses fte in post to calculate PI. In absence monitoring, the calculation used actual headcount in post which gives a more accurate reflection of the number of days sick but shows a different outcome to the BVPI.

Top Quartile – uses all other districts as comparator rather than those with similar profiles to WCC