

BVPI	Purpose	Yr end 04/05	Qu1 04/05	Qu1 05/06	Qu2 04/05	Qu2 05/06	Qu3 04/05	Qu3 05/06	Top Quartile(03/04 data, 04/05 released Nov 05)
11	Number of Senior women in organisation	Not required	Not required	Not required	Not required	Not required	Not required	Not required	n/a
11a	5% top earners who are women	26%	29%	25%	30%	25%	26%	25%	26.69%
11b	5% top earners who are ethnic	0	0	0	0	0	0	0	2.2%
12	Number of days sick per member of staff	7.9	9	8.96	8.8	9.65	8.1	TBA	8.93
14	Number of early retirements as a percentage of staff	0.81	0.2%	0.2%	0%	0%	0.2	0	0.14%
15	Number of ill health retirements as a percentage of staff	0%	0	0	0%	0%	0%	0%	0
16	Number of staff with disabilities within organisation	1.8%	1.1%	1.8%	1.3%	1.6%	1.4%	1.5%	4.11%
17	Number of staff from ethnic minorities within organisation	1.8%	2.1%	1.8%	2.1%	1.8%	1.4%	1.7%	2.4%
Local	Number of women leaving to go on maternity leave	9	4	5	1	4	2	1	n/a
Local	Number of grievance cases	2	0	1	0	0	2	1	n/a
Local	Number of disciplinary cases	1	1	0	0	1	0	0	n/a
Local	Number of employment tribunals	2	0	0	0	0	0	0	n/a
Local	Number of referrals to Occupational Health	18	11	2	5	3	1	6	n/a
Local	Number of long-term ill health cases	12	3	5	3	2	1	3	n/a

	Purpose	Yr end 04/05	Qu1 04/05	Qu1 05/06	Qu2 04/05	Qu2 05/06	Qu3 04/05	Qu3 05/06	Top Quartile(03/04 data, 04/05 released Nov 05
Local	Number of JE NJC Panel post reviews	35	7	10	11	11	11	3	n/a
Local	Number of JE Hay Panel post reviews	0	0	0	0	0	0	9	n/a
Local	Number of voluntary leavers as a percentage of staff (excludes early retirements on efficiency grounds)	14%	3.8%	3.1%	3.8%	4.5%	2.9%	4.2%	n/a
Local	Number of people offered permanent contracts who declined the offer	1		0		2	1	5	n/a
Local	Percentage of employees transferring between permanent posts internally	3.92%	1.3%	2.4%	1.7%	2.2%	1.2%	2.45%	n/a
Local	Number of leavers against leaving code as percentage of total number of leavers		Not appropriate to set targets	Not appropriate to set targets	Not appropriate to set targets	Not appropriate to set targets	Not appropriate to set targets	Not appropriate to set targets	Not appropriate to set targets
	A1: Ext appointment - public sector		3 = 17%		1 = 5.5%	6=28.6%	4=28%	3=27.27%	
	A2: Ext appointment – private sector	14 = 21.5%	4 = 22%	0	4 = 22%	4=19%	2=14%	2=18.18%	
	AO: External appointment – unknown	11 = 17%	0	1=6.25%	0	0	1=7%	2=18.18%	
	B: Internal transfer	0	6	12	0	0	0	0	
	C: Retired	11 = 17%	3 = 17%	3= 18.75%	4 = 22%	1=4.8%	1=7%	0	
	D: Redundant	4 = 6%	1 = 5.5%	0	0	0	0	0	
	E: Maternity	2 = 3%	0	1=6.25%	0	0	0	0	
	F: Moved out of area	3 = 4%	0	1=6.25%	1=5.5%	0	1=7%	0	
	G: College	2 = 3%	1 = 5.5%	0	0	5=23.8%	0	1=9.9%	
	H: Dismissal	0	1 = 5.5%	0	0	0	0	0	
	I: Failed probation	1 = 1.5%	0	0	0	0	0	0	
	J: Personal reasons (ie to travel abroad)	3 = 5%	2 = 11%	4 = 25%	4 = 22%	4 =19%	3=21%	2=18.18%	
	K: Died	2 = 3%	0	0	0	0	0	0	
	L: End of contract	0	0	0	0	0	0	0	
	M: Long term Sickness	4 = 6%	0	0	0	1=4.8%	0	0	
	Not known	6 = 9%	3 = 17%	1=6.25%	2 = 11%	0	2=14%	1=9.9%	

Assumptions: f.t.e = 463.94 in post (permanent) = 513 (staff in post, not including vacant posts – as at 1.7.05)
507 (staff in post, not including vacant posts – as at 30.9.05)
530(staff in post, not including vacant posts – as at 31.12.05)

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. day's 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