

BVPI	Purpose	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4	Total 2005/06	Top Quartile
11	Number of Senior women in organisation	Not required	Not required	Not required	Not required	Not required	Not required	n/a
11a	5% top earners who are women	26%	25%	25%	25%	33%	33%	28.93%
11b	5% top earners who are ethnic	0	0	0	0	0	0	1.98%
12	Number of days sick per member of staff	7.9	8.96	9.65	9	10	10	8.48
14	Number of early retirements as a percentage of staff	0.81%	0.2%	0%	0%	0.4%	0.6%	0%
15	Number of ill health retirements as a percentage of staff	0	0	0%	0%	0.2%	0.2%	0%
16a	Number of staff with disabilities within organisation	1.8%	1.8%	1.6%	1.5%	2%	2%	4.10%
17a	Number of staff from ethnic minorities within organisation	1.8%	1.8%	1.8%	1.7%	1.5%	1.5%	2.5%
Local	Number of women leaving to go on maternity leave	9	5	4	1	0	10	n/a
Local	Number of grievance cases	2	1	0	1	1	3	n/a
Local	Number of disciplinary cases	1	0	1	0	0	1	n/a
Local	Number of employment tribunals	2	0	0	0	1	1	n/a
Local	Number of referrals to Occupational Health	18	2	3	6	4	15	n/a
Local	Number of long-term ill health cases	12	5	2	3	1	11	n/a

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Local	Number of JE NJC Panel post reviews	35	10	11	3	8	32	n/a
Local	Number of JE Hay Panel post reviews	0	0	0	9	0	9	n/a
Local	Number of voluntary leavers as a percentage of staff (excludes early retirements on efficiency grounds)	14%	3.1%	4.5%	4.2%	5%	16.8%	Ave 11.5% (CIPD 2005)
Local	Number of people offered permanent contacts who declined the offer	1	0	2	5	2	9	n/a
Local	Percentage of employees transferring between permanent posts internally	3.92%	2.4%	2.2%	2.45%	2.1%	9.15%	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	11		6=28.6%	3=27.27%	7=27%	16	
	A2: Ext appointment – private sector	16	0	4=19%	2=18.18%	3=11.5%	9	
	AO: External appointment – unknown	1	1=6.25%	0	2=18.18%	2=7.7%	5	
	B: Internal transfer	34	12	0	0	0	12	
	C: Retired	12	3= 18.75%	1=4.8%	0	1=3.85%	5	
	D: Redundant	1	0	0	0	1=3.85%	1	
	E: Maternity	0	1=6.25%	0	0	1=3.85%	2	
	F: Moved out of area	5	1=6.25%	0	0	2=7.7%	3	
	G: College	2	0	5=23.8%	1=9.9%	0	6	
	H: Dismissal	1	0	0	0	0	0	
	I: Failed probation	0	0	0	0	0	0	
	J: Personal reasons (ie to travel abroad)	10	4 = 25%	4 =19%	2=18.18%	2=7.7%	12	
	K: Died	0	0	0	0	0	0	
	L: End of contract	0	0	0	0	3=11.5%	3	
	M: Long term Sickness	1	0	1=4.8%	0	1=3.85%	2	
	Not known	11	1=6.25%	0	1=9.9%	3=11.5%	5	

Assumptions: f.t.e in post = 478.65 headcount (permanent) Q4 = 518 staff in post, not including vacant posts – as at 31.03.06  
Q3 = 530 staff in post, not including vacant posts – as at 31.12.05  
Q2 = 507 staff in post, not including vacant posts – as at 30.09.05  
Q1 = 513 staff in post, not including vacant posts – as at 30.06.06

**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