

Key Performance Indicators Q1 2006/07

PER99 Appendix 2

BVPI	Purpose	Yr -1 (05/06)	Qu 1	Qu 2	Qu 3	Qu 4	Top Quartile
2a	Equality Standard for Local Government	1	1				N/A
2b	Duty to promote race equality	N/A	1				N/A
11a	5% top earners who are women	33%	36%				28.93%
11b	5% top earners who are ethnic	0	0				1.98%
11c	5% top earners with a disability	N/A	0				N/A
12	Number of days sick per member of staff	10	9.4				8.48
14	Number of early retirements as a percentage of staff	0.6%	0.4%				0%
15	Number of ill health retirements as a percentage of staff	0.2%	0				0%
16a	Number of staff with disabilities within organisation	2%	1.5%				4.10%
17a	Number of staff from ethnic minorities within organisation	1.5%	1%				2.5%
Local	Number of women leaving to go on maternity leave	10	5				n/a
Local	Number of grievance cases	3	0				n/a
Local	Number of disciplinary cases	1	1				n/a
Local	Number of employment tribunals	1	0				n/a
Local	Number of referrals to Occupational Health	15	1				n/a
Local	Number of long-term ill health cases	11	1				n/a

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Local	Number of JE NJC Panel post reviews	32	4				n/a
Local	Number of JE Hay Panel post reviews	9	5				n/a
Local	Number of voluntary leavers as a percentage of staff (excludes early retirements on efficiency grounds)	16.8%	4.46%				8% (2001/02) 11.5% CIPD
Local	Number of people offered permanent contacts who declined the offer	9	3				n/a
Local	Percentage of employees transferring between permanent posts internally	9.15%	2.1%				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	16	3				
	A2: Ext appointment – private sector	9	1				
	AO: External appointment – unknown	5	3				
	C: Retired	5	7				
	D: Redundant	1	2				
	E: Maternity	2	0				
	F: Moved out of area	3	2				
	G: College	6	0				
	H: Dismissal	0	0				
	I: Failed probation	0	0				
	J: Personal reasons (ie to travel abroad)	12	4				
	K: Died	0	0				
	L: End of contract	3	1				
	M: Long term Sickness	2	0				
	Not known	5	1				

Establishment numbers

	FTE	Headcount	Vacant posts
31.3.06	478.65	518	47.13
30.6.06	510.35	526	30.19

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