

| Description | Ref | 2004/05 Actual | 04/05 C/parison data | Target 2005/06 | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | 2005/06 Actual | Assessment | Comments | BVPI Quartile |
|---|-----------|----------------|----------------------------------|----------------|-------------|-------------|-------------|-------------|----------------|------------|--|---------------|
| Human Resources | | | | | | | | | | | | |
| The number of day/shifts lost due to sickness | BV12(P) | 8.52 | T 8.40 M 9.56 B 11.10 | 8 | 2.1 days | 4.03 days | 6.32 days | 9.38 days | 9.38 days | Red | Trigger points are established by HR with interventions to support Managers. Increase in the number of employees on longer term sick. | 2 |
| % Top 5% Earners Women | BV11a | 16.67% | T 40.23% M 29.63% B 19.63% | 23% | 27.00% | 23.53% | 23.50% | 23.39% | 23.39% | Green | | 3 |
| % Top 5% Earners from ethnic minority communities | BV11b | 0.00% | T 3.48% M 0.79% B 0.00% | 6.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | Red | Recruitment website provides direct links onto dedicated sites that include BME groups. | 4 |
| % Top 5% Earners who have a disability | BV11c | no data | N/A | 6.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | Red | The Council has recently achieved the Disability Two Ticks symbol and this will be used on all recruitment material. | |
| % Early retirements | BV14(P) | 0.00% | T 0.16% M 0.41% B 0.84% | 0.30% | 0.30% | 0.30% | 0.30% | 0.30% | 0.30% | Green | | 2 |
| % ill health retirements | BV15(P) | 0.00% | T 0.12% M 0.26% B 0.44% | 0.30% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | Green | | 1 |
| % of staff declaring they meet the Disability Discrimination Act definition | BV16a | 3.16% | T 3.73% M 2.47% B 1.49% | 3.80% | 3.16% | 3.50% | 2.80% | 4.04% | 4.04% | Green | | 1 |
| % Employees from ethnic minority communities | BV17a | 0.86% | T 4.6% M 1.9% B 0.9% | 1.20% | 0.86% | 0.96% | 0.88% | 0.56% | 0.56% | Red | A survey has been completed of all employees to update their personal details. Reduction relates to the reduction of 1 employee from BME Group | 4 |
| Sickness Absence Human Resources | SP | 8.52 | T 8.48 M 9.59 B 11.10 | 8 | 1.27 days | 1.27 days | 1.93 days | 2.36 days | 2.36 days | Green | | |
| Corporate training | SP | 607.00 | N/A | 1044 | 65 days | 154 days | 289 days | 657 days | 657 days | Red | Training carried forward 2006/07 | |
| Develop People Strategy | CPM/CG 32 | | N/A | Mar-06 | | | | Hit target | | Green | | |
| Establish Management Development Programme | CPM/CG 33 | | N/A | Mar-06 | | | | Hit target | | Green | | |
| Pay and Grading Review | CPM 34 | | N/A | Apr-07 | | | | | | Green | | |

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|--------------------------------|-----------|----------------|----------------------|----------------|-------------|-------------|-------------|-------------|----------------|------------|----------|---------------|
| Employee Survey | CPM/CG 80 | | N/A | Mar-06 | | Hit target | | | | Green | | |
| Labour Turnover | SP | 10.79% | No data | 8% | 1.43% | 5.17% | 6.76% | 7.10% | 7.10% | Green | | |
| Member Development Charter | CG | | | Mar-06 | | | Hit Target | | | Green | | |
| IIP Re-accreditation | CG | | | Mar-06 | | | Hit Target | | | Green | | |
| Review Officer Code of Conduct | CG | | | Mar-06 | | | | | | Green | | |