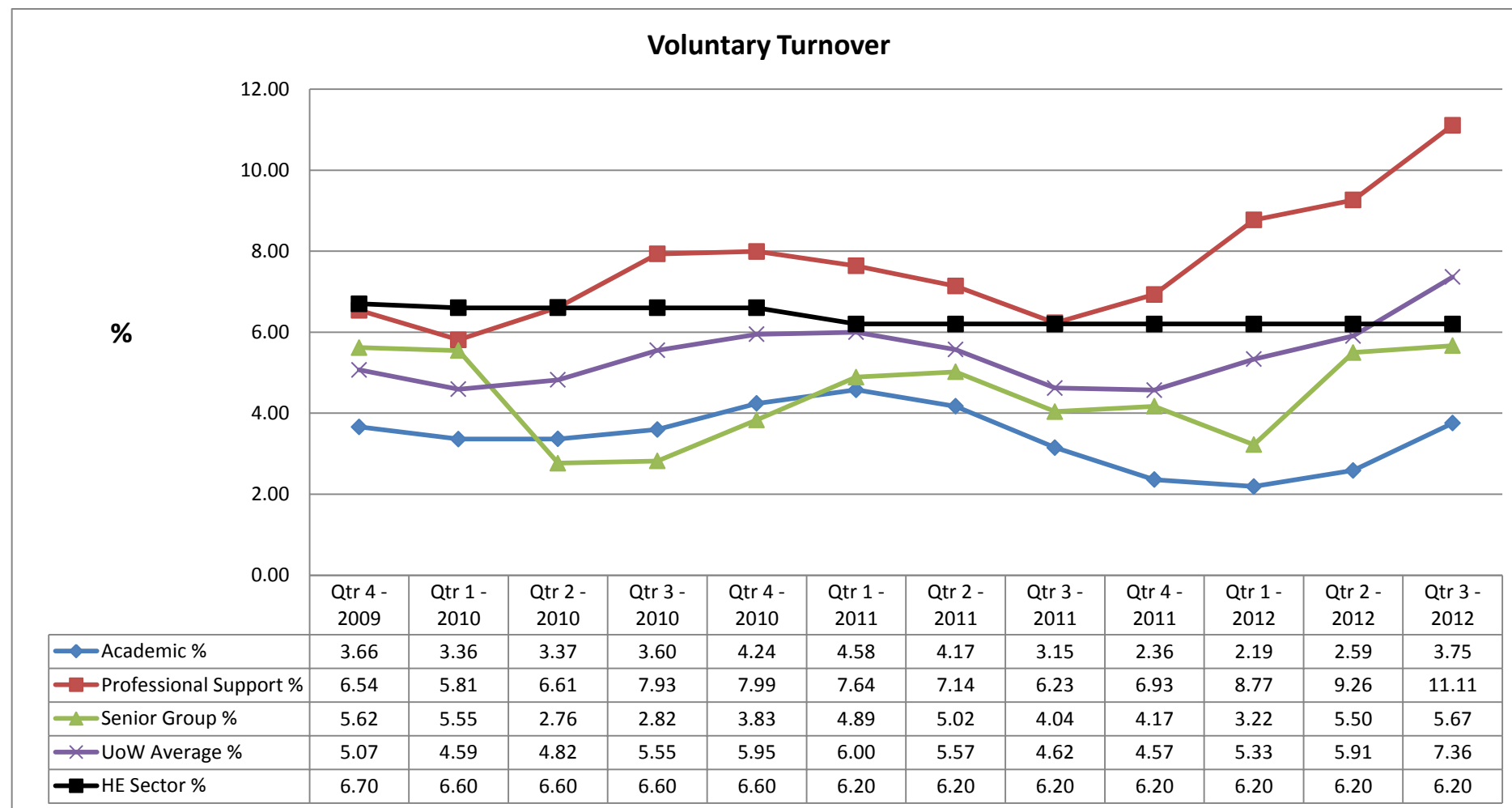
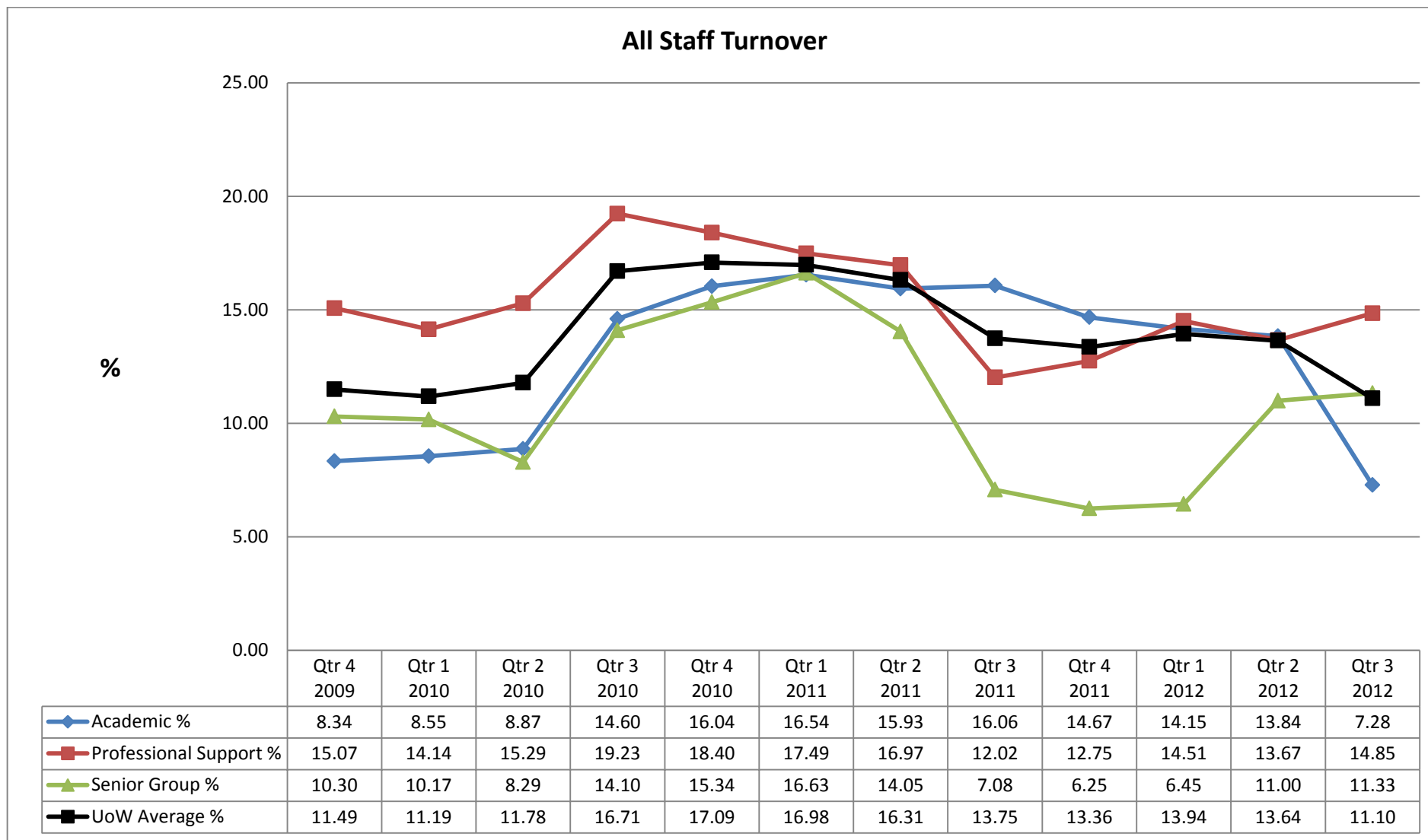


HR Key Performance Indicators Report: 1 April–30 September 2012 (2nd and 3rd Quarter)

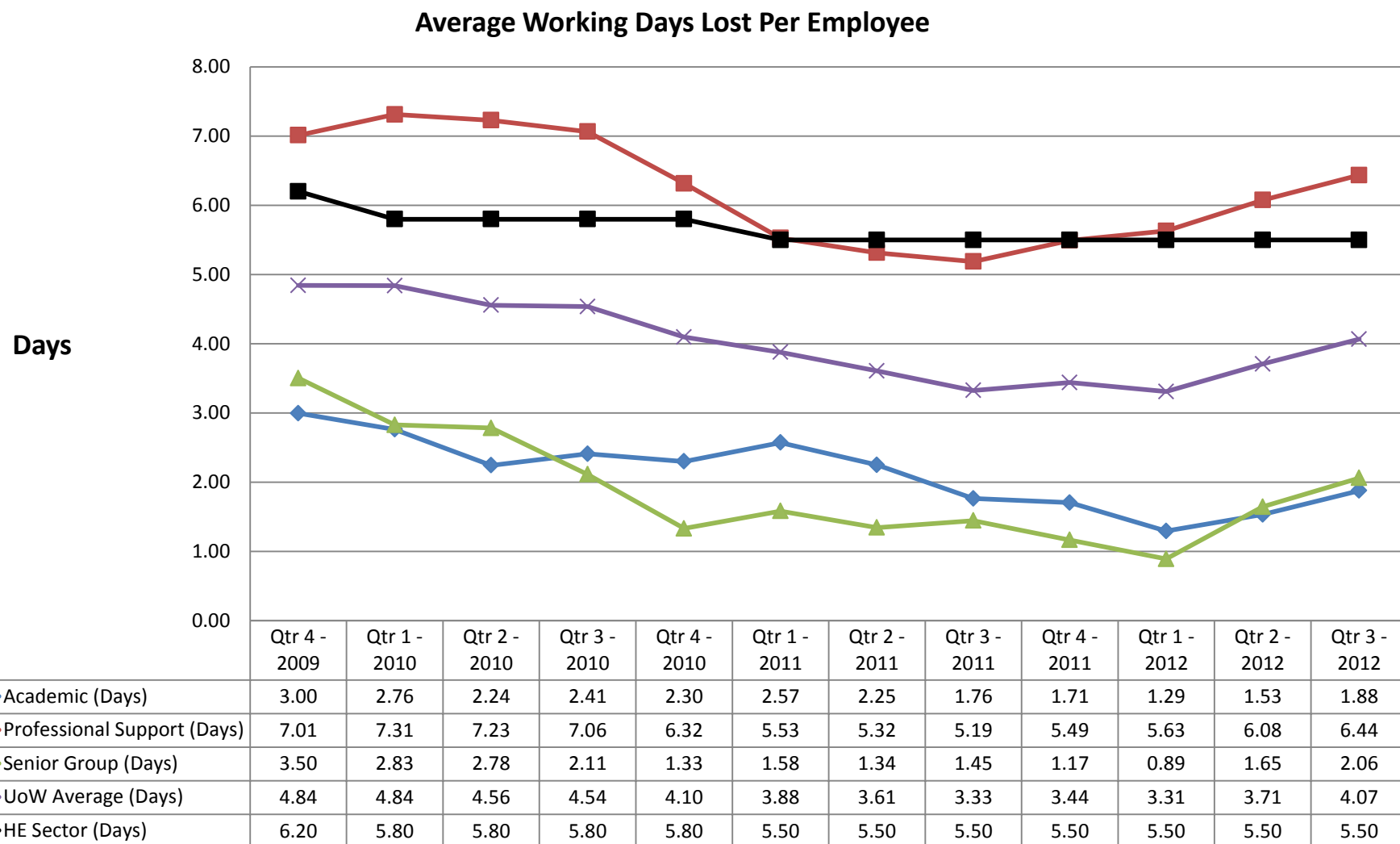
Appendix 1: Staff Profiling Information Graph 1 – Voluntary Turnover (Annual voluntary turnover: resignations only)



Graph 1a – All Turnover



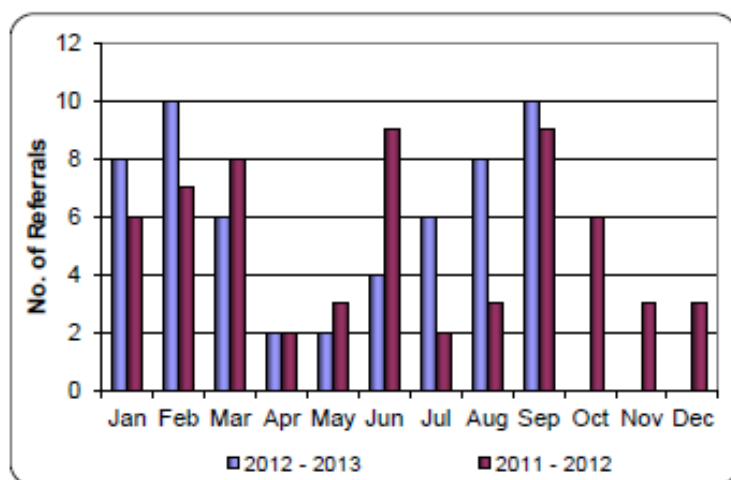
Graph 2 – Sickness, average working days lost per employee



Graph 2a: Occupational Health Referrals – 1 January 2012 to 30 September 2012

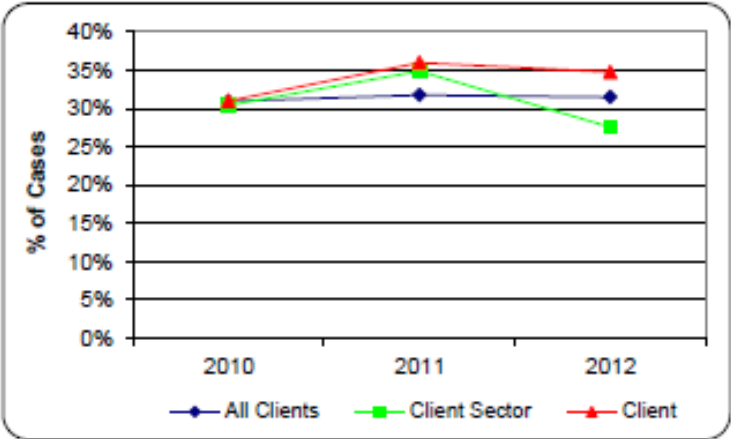
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Headcount	Avg. Monthly Referral Rate
2012 - 2013	8	10	6	2	2	4	6	8	10				56	1858	0.33%
Monthly Referral Rate	0.4%	0.5%	0.3%	0.1%	0.1%	0.2%	0.3%	0.4%	0.54%				3.0%		
2011 - 2012	6	7	8	2	3	9	2	3	9	6	3	3	61		

Management Referrals by Month



Graph 2b – Health Trends up to 30 September 2012

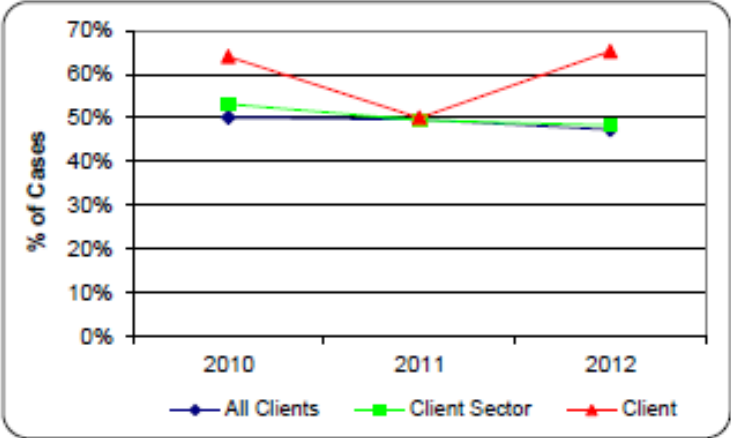
Mental Health Disorders



Musculoskeletal Disorders



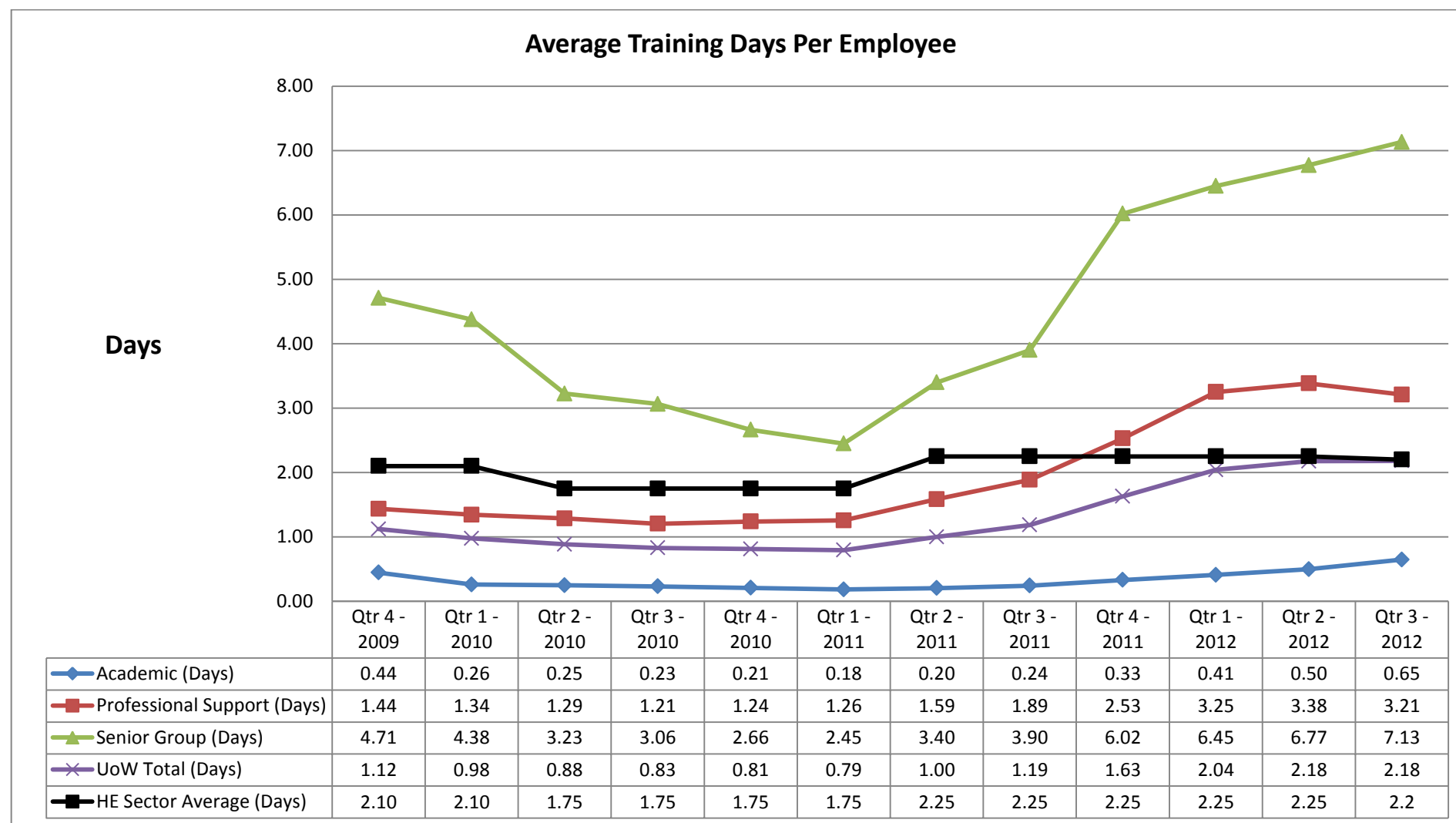
EQA Cases



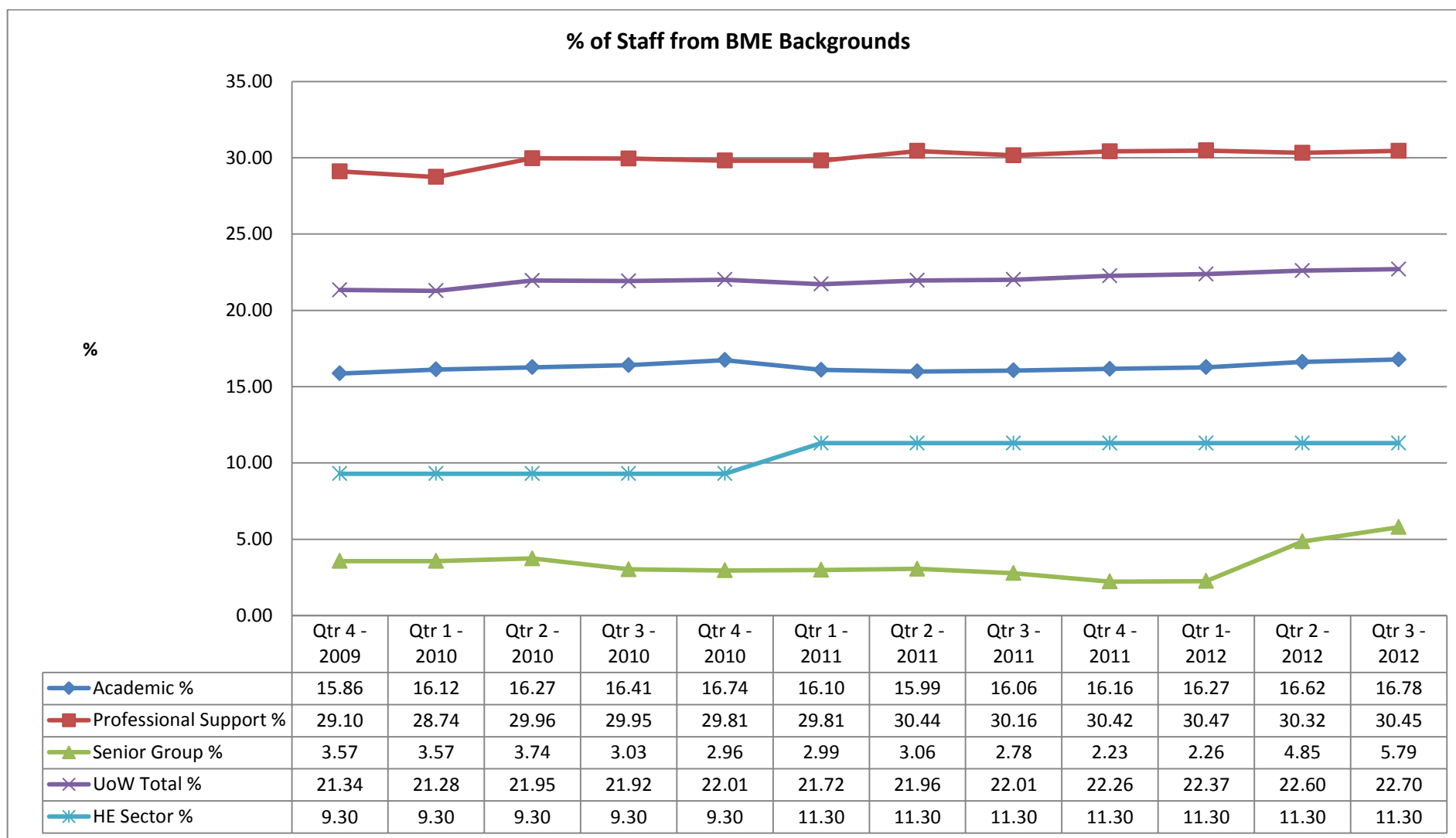
Work Related Cases



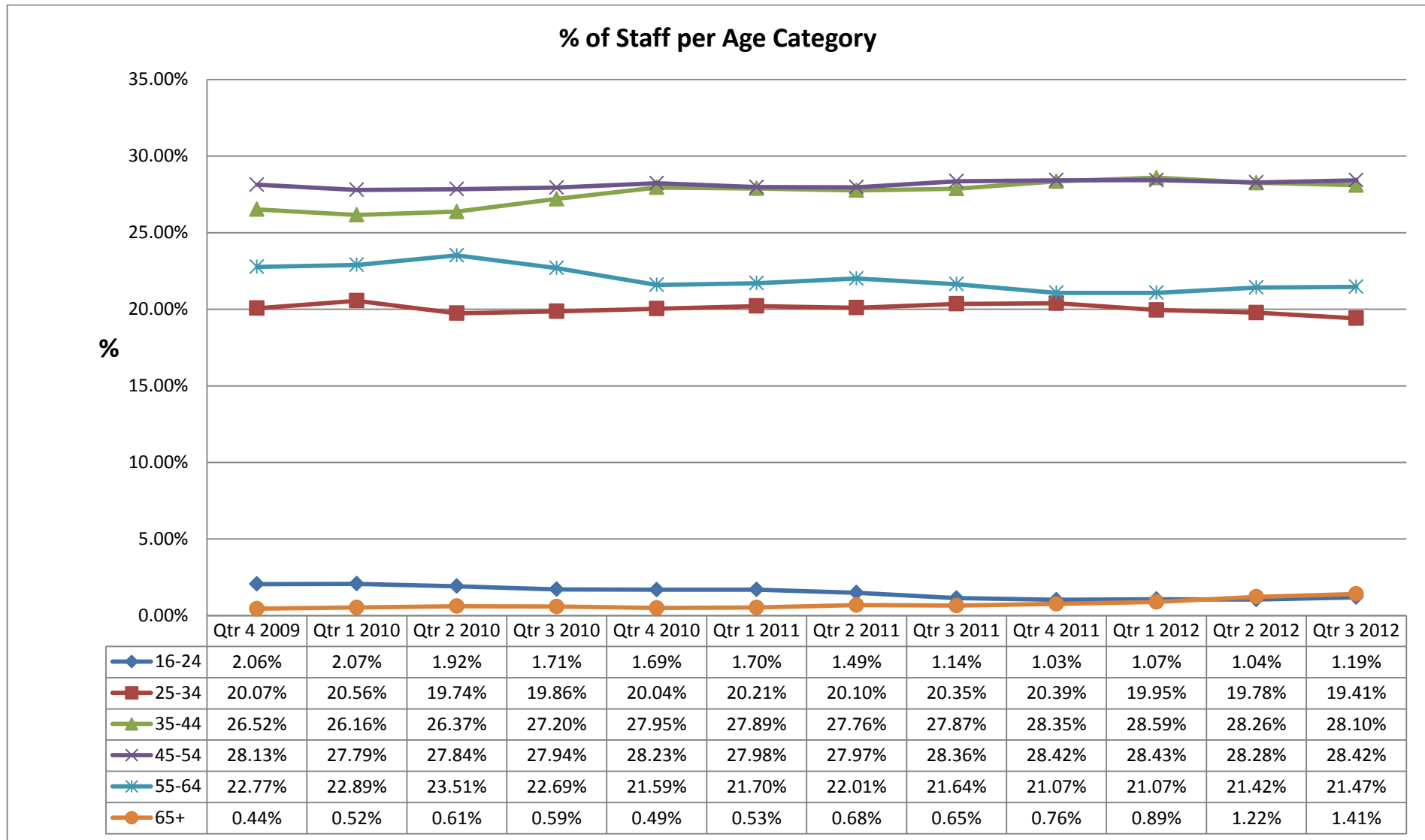
Graph 3 – Average training days per employee



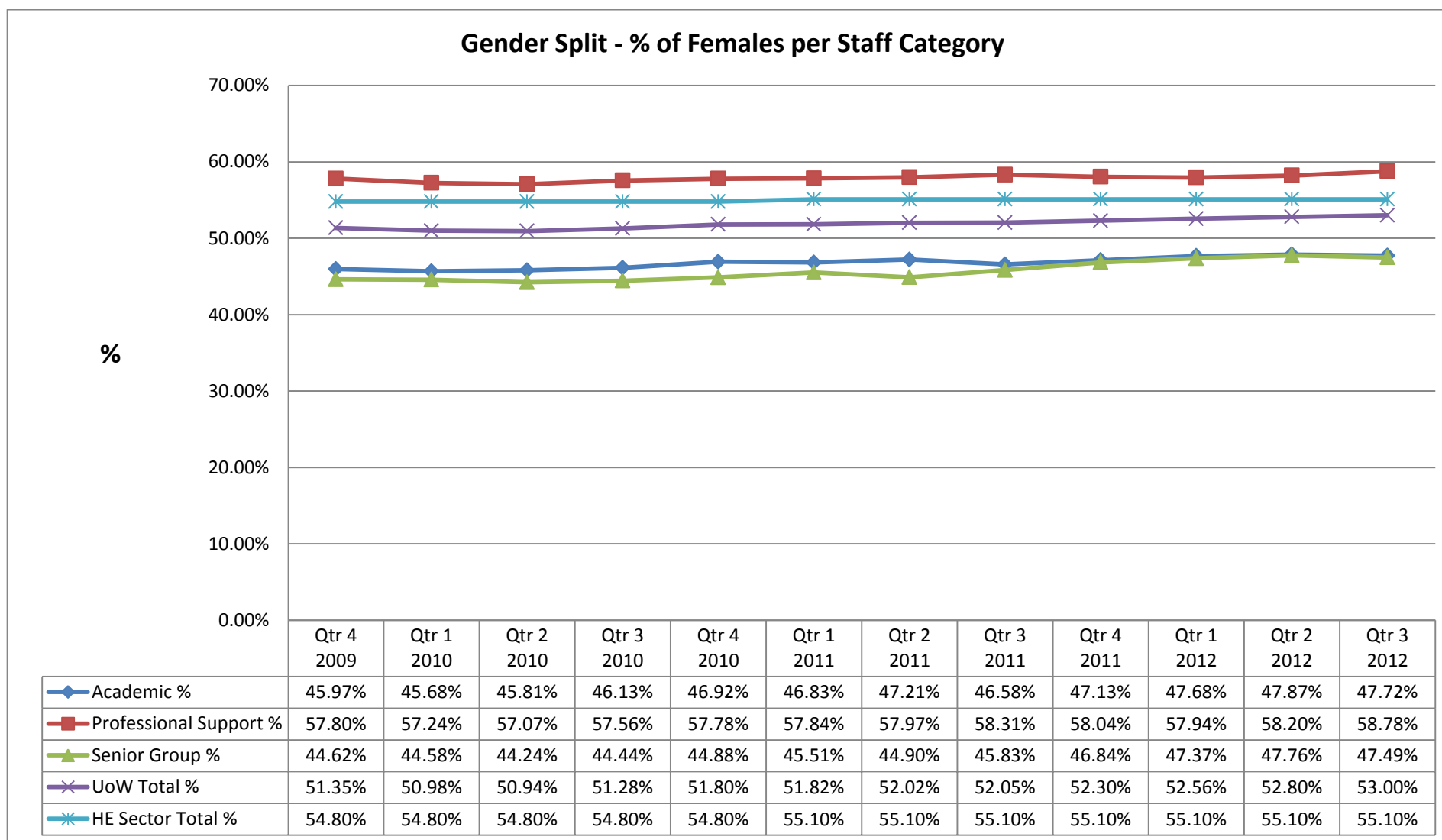
Staff Information by Protected Characteristics: Graph 4 – Ethnicity of staff from BME backgrounds



Graph 5 – Age % of staff per Age Category



Graph 6 – Gender % of Female per Staff Category



Graph 7 – Staff with Declared Disability

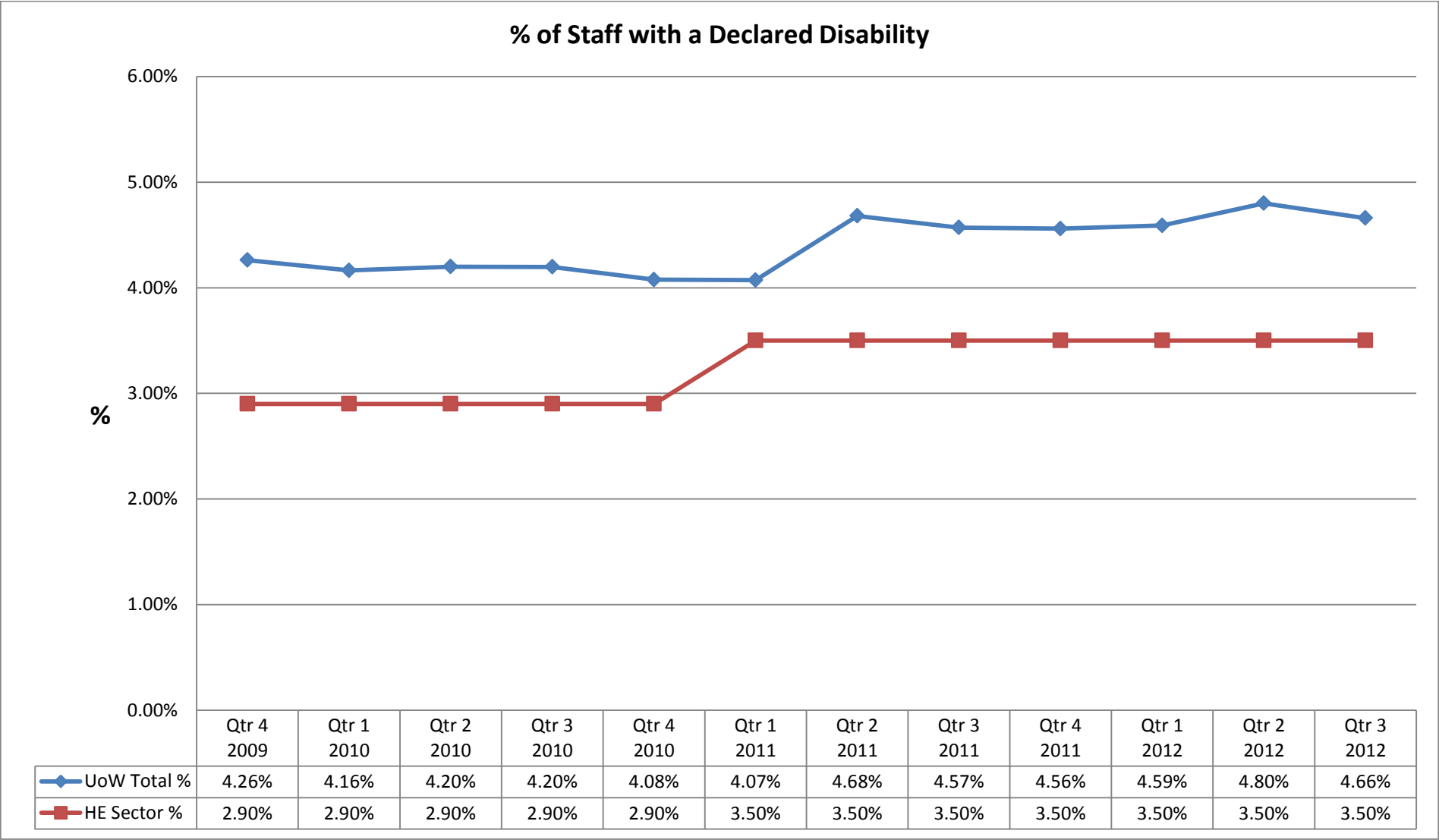


Chart 8: Religion and Belief and Sexual Orientation

Percentage	Academic	Professional Support	Senior Group	Total
Buddhist	0.46%	0.23%	0.00%	0.33%
Christian	9.52%	16.51%	23.26%	13.51%
Hindu	0.46%	1.94%	1.16%	1.20%
Jewish	0.69%	0.91%	1.16%	0.82%
Muslim	1.15%	1.94%	0.00%	1.47%
No Religion	10.21%	14.01%	20.93%	12.53%
Other	0.34%	0.34%	0.00%	0.33%
Prefer not to say	2.87%	4.44%	5.81%	3.76%
Sikh	0.00%	0.46%	0.00%	0.22%
Unknown	74.31%	59.23%	47.67%	65.85%

Headcount	Academic	Professional Support	Senior Group	Total
Buddhist	4	2		6
Christian	83	145	20	248
Hindu	4	17	1	22
Jewish	6	8	1	15
Muslim	10	17		27
No Religion	89	123	18	230
Other	3	3		6
Prefer not to say	25	39	5	69
Sikh		4		4
Unknown	648	520	41	1209
Total	872	878	86	1836

	Academic	Professional Support	Senior Group	Total
Bisexual	0.46%	0.57%	0.00%	0.49%
Gay Man	1.03%	2.16%	4.65%	1.74%
Gay Women/Lesbian	0.23%	0.46%	0.00%	0.33%
Heterosexual/Straight	21.22%	34.28%	39.53%	28.32%
Other	0.11%	0.34%	0.00%	0.22%
Prefer not to say	3.44%	3.42%	6.98%	3.59%
Unknown	73.51%	58.77%	48.84%	65.31%

	Academic	Professional Support	Senior Group	Total
Bisexual	4	5		9
Gay Man	9	19	4	32
Gay Women/Lesbian	2	4		6
Heterosexual/Straight	185	301	34	520
Other	1	3		4
Prefer not to say	30	30	6	66
Unknown	641	516	42	1199
Total	872	878	86	1836