# TRUST KEY PERFORMANCE INDICATORS Monitor compliance April 2015



MONITOR COMPLIANCE FRAMEWORK		Target	Apr-14	May-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	In month Change	Q1 2015/16	Q1 2014/15	Q2 2014/15	Q3 2014/15	Q4 2014/15	Full 14
	Admitted Patient Care (90% of patients treated within 18 weeks)	>=90%	90.0%	91.1%	89.4%	91.6%	91.3%	90.2%	90.2%	86.4%	82.5%	79.0%	79.6%	Û	79.6%	91.1%	90.5%	90.6%	82.5%	
Referral to Treatment:	Non Admitted Patient Care (95% of patients treated within 18 weeks)	>=95%	94.5%	94.1%	91.8%	95.0%	95.7%	95.5%	94.3%	91.5%	91.1%	90.7%	89.9%	Û	89.9%	94.4%	93.2%	95.2%	91.1%	
	Incomplete Pathways (92% of patients complete pathway within 18 weeks)	>=92%	92.1%	92.1%	93.4%	94.2%	94.4%	92.6%	92.6%	90.8%	89.8%	89.4%	90.2%	Û	90.17% Apr 15 snapshot position	92.0% Jun 14 Snapshot position	94.2% Sep 14 Snapshot position	92.6% Dec 14 Snapshot position	89.4.% Mar 15 Snapshot position	8:
	SFHFT (% <4 hour wait)	>=95%	93.48%	93.42%	95.78%	93.37%	91.26%	87.92%	86.46%	89.94%	90.45%	96.36%	97.48%	Û	97.48%	94.27%	93.99%	88.52%	92.43%	Ī
A&E Clinical Quality: Total Time in A&E Dept	Kings Mill (% <4 hour wait)	>=95%	90.42%	90.32%	93.96%	90.82%	87.54%	82.54%	80.00%	85.56%	86.31%	95.09%	96.81%	Û	96.81%	91.65%	91.48%	83.37%	89.23%	Ī
	Newark (% <4 hour wait)	>=95%	98.68%	99.17%	99.07%	97.80%	98.46%	98.20%	98.06%	97.94%	98.54%	98.66%	98.85%	Û	98.85%	99.07%	98.49%	98.24%	98.39%	
Cancer	2 week wait: All Cancers	>=93%	90.2%	93.6%	91.9%	93.5%	95.6%	91.2%	94.6%	94.9%	96.1%	93.5%	(91.7%)	û	(93.6%)	92.3%	93.0%	93.8%	94.7%	
	2 week wait: Breast Symptomatic	>=93%	90.0%	100.0%	92.0%	92.5%	92.3%	95.7%	97.2%	95.2%	96.6%	100.0%	(91.2%)	Û	(96.0%)	93.6%	94.4%	95.3%	97.1%	
	31 day wait: from diagnosis to first treatment	>=96%	99.1%	96.4%	99.1%	99.1%	99.0%	100.0%	100.0%	97.5%	99.0%	99.1%	(97.6%)	Û	(99.3%)	98.6%	98.8%	99.7%	98.5%	Ī
	31 day wait: for subsequent treatment - surgery	>=94%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	85.7%	100.0%	100.0%	100.0%	(100.0%)	⇔	(100.0%)	100.0%	96.2%	95.8%	100.0%	
	31 day wait: for subsequent treatment - drugs	>=98%	100.0%	95.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	(100.0%)	⇔	(100.0%)	98.9%	100.0%	100.0%	100.0%	Ī
	62 day wait: urgent referral to treatment	>=85%	91.5%	83.8%	84.5%	89.3%	83.9%	85.0%	91.5%	85.3%	75.0%	87.4%	(87.0%)	û	(91.3%)	85.9%	87.9%	87.1%	83.3%	
	62 day wait: for first treatment - screening	>=90%	100.0%	100.0%	90.3%	100.0%	100.0%	100.0%	82.4%	92.3%	87.5%	100.0%	(100.0%)	<b>⇔</b>	(100.0%)	100.0%	94.8%	93.3%	94.1%	
	Community Referral to Treatment information	>=50%	88.4%	89.6%	91.0%	90.1%	92.0%	98.4%	88.1%	92.5%	94.8%	95.9%	96.1%	Û	96.1%	89.5%	90.2%	92.8%	94.4%	
Data Completeness:	Community Referral information	>=50%	56.8%	54.8%	54.9%	54.6%	54.2%	57.5%	54.2%	54.1%	53.4%	53.7%	53.4%	Û	53.4%	55.9%	54.4%	55.3%	53.7%	
	Community Treatment activity - and care contact	>=50%	76.0%	76.0%	77.2%	76.2%	75.6%	77.4%	77.5%	76.5%	78.0%	78.2%	77.0%	Û	77.0%	75.9%	76.6%	76.9%	77.5%	
Infection Prevention Control:	MRSA Bacteraemia (No. of cases attributed to Trust) - NB Not applicable for Monitor Compliance @ 01/10/2013	0	0	0	0	0	0	0	0	0	0	0	0	⇔	0/0	0/0	0/0	0/0	0/0	
	Clostridium Difficile Infections (No. of cases attributed to Trust)	2	5	6	5	7	3	7	9	3	6	4	4	\$	4/12	16/9	19/9	19/10	13/9	
Access to Healthcare for people with learning disabilities Compile		Compliance				•	•	Compliant		•	•			⇔						
CQC Compliance	compliance points relative to site visits	0												⇔						
Monitor Compliance Points												•			2.0	4.0	4.0	2.0	5.0	

### TRUST KEY PERFORMANCE INDICATORS Acute Contract Performance April 2015



Ref	CONTRAC	TUAL PERFORMANCE METRICS	Target	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	In month change	Q1 2015/16	Q1 2014/15	Q2 2014/15	Q3 2014/15	Q4 2014/15	Full Year 2014/15
		SFHFT (% <4 hour wait) Total Time in A&E Dept	>=95%	93.48%	93.42%	95.96%	92.97%	95.78%	93.37%	91.26%	87.92%	86.46%	89.94%	90.45%	96.36%	97.48%	Û	97.48%	94.27%	93.99%	88.52%	92.43%	92.33%
		Unplanned re-attendance rate within 7 days of original attendance	<=5%	5.47%	5.67%	4.94%	5.44%	5.49%	5.17%	5.75%	6.35%	5.06%	5.34%	5.37%	5.43%	5.12%	Û	5.12%	5.36%	5.37%	5.71%	5.38%	5.45%
		Left without being seen rate	<=5%	2.01%	1.97%	2.15%	2.16%	1.81%	2.26%	2.26%	2.11%	2.32%	1.80%	1.81%	1.79%	1.84%	û	1.84%	2.05%	2.08%	2.23%	1.80%	2.04%
	A&E Clinical Quality:	Time to Initial Assessment for patients arriving by emergency ambulance (95th percentile - Mins)	<=15	34	33	35	37	30	39	44	41	48	49	47	37	33	Û	33	34	36	44	45	40
		Time to Initial Assessment for patients arriving by emergency ambulance (Median Minutes)	<=16	4	4	4	3	3	4	5	4	4	4	3	4	2	Û	2	4	3	4	4	4
		Time to Treatment (Median minutes wait from arrival to treatment)	<=60	52	54	54	60	48	60	53	52	51	42	47	47	44	Û	44	53	56	52	45	52
	Ambulance Turnaround Times	Average Clinical Handover Time (%)	>=65%	58.48%	55.97%	54.93%	52.94%	56.9%	53.9%	48.0%	40.9%	40.5%	41.7%	38.0%	48.4%	49.2%	Û	49.20%	56.5%	54.6%	43.0%	42.7%	49.0%
	Delayed Transfer of Care	Trust Total % (at snapshot position)	3.50%	4.3%	5.2%	5.1%	6.6%	6.2%	7.6%	6.7%	5.5%	4.4%	10.4%	8.6%	0.2%	Da	ta Unavailab	le	4.9%	6.8%	5.6%	6.4%	5.9%
	Cancelled Operations:	% Of elective admissions	<=0.8%	0.8%	0.7%	0.6%	1.0%	0.5%	0.8%	0.8%	0.6%	1.1%	0.6%	0.6%	0.7%	0.4%	Û	0.4%	0.7%	0.8%	0.9%	0.6%	0.7%
	cancelled Operations.	% Breached 28 day guarantee	<=5%	3.9%	8.0%	4.6%	4.9%	0.0%	10.3%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	⇔	0.0%	5.5%	5.8%	1.2%	0.0%	3.3%
	Diagnostic waiting times <6weeks	96	>=99%	99.9%	99.8%	99.7%	99.7%	99.8%	99.5%	98.9%	98.3%	96.4%	95.6%	97.3%	96.4%	97.3%	Û	-	-	,	-	-	-
	SUS data:	% uncoded within 5 days of month end	<20%	22.8%	24.7%	33.0%	27.7%	11.8%	7.4%	6.3%	10.0%	11.6%	16.2%	13.0%	18.9%	10.1%	Û	-	-	-	-	-	-
	Referral to Treatment:	Admitted Patient Care (90% of patients treated within 18 weeks)	>=90%	90.0%	91.1%	92.1%	90.2%	89.4%	91.6%	91.3%	90.2%	90.2%	86.4%	82.5%	79.0%	79.6%	û	79.6%	91.1%	90.5%	90.6%	82.5%	88.9%
		Non Admitted Patient Care (95% of patients treated within 18 weeks)	>=95%	94.5%	94.1%	94.7%	92.6%	91.8%	95.0%	95.7%	95.5%	94.3%	91.5%	91.1%	90.7%	89.9%	û	89.9%	94.4%	93.2%	95.2%	91.1%	93.4%
		Incomplete Pathways (92% of patients complete pathway within 18 weeks)	>=92%	92.1%	92.1%	92.0%	92.9%	93.4%	94.2%	94.4%	92.6%	92.6%	90.8%	89.8%	89.4%	91.2%	Û	-	-	-	-	-	-
		18week RTT for direct access audiology completed pathways (treated)	>=95%	100.0%	100.0%	99.7%	100.0%	99.3%	100.0%	99.1%	99.6%	100.0%	99.6%	98.9%	100.0%	98.8%	û	98.8%	99.9%	99.8%	99.8%	99.5%	99.7%
		Patients on an Incomplete Pathway waiting 52 weeks & Over	0	4	4	3	0	0	0	0	0	0	0	0	0	0	\$		-	,	-	-	-
		2 week wait: All Cancers	>=93%	90.2%	93.6%	93.3%	93.7%	91.9%	93.5%	95.6%	91.2%	94.6%	94.9%	96.1%	93.5%	(91.7%)	û	(93.6%)	92.3%	93.0%	93.8%	94.7%	93.5%
		2 week wait: Breast Symptomatic	>=93%	90.0%	100.0%	90.9%	97.7%	92.0%	92.5%	92.3%	95.7%	97.2%	95.2%	96.6%	100.0%	(91.2%)	û	(96.0%)	93.6%	94.4%	95.3%	97.1%	95.1%
		31 day wait: from diagnosis to first treatment	>=96%	99.1%	96.4%	100.0%	98.1%	99.1%	99.1%	99.0%	100.0%	100.0%	97.5%	99.0%	99.1%	(97.6%)	û	(99.3%)	98.6%	98.8%	99.7%	98.5%	98.9%
	Cancer	31 day wait: for subsequent treatment - surgery	>=94%	100.0%	100.0%	100.0%	88.9%	100.0%	100.0%	100.0%	100.0%	85.7%	100.0%	100.0%	100.0%	(100.0%)	\$	(100.0%)	100.0%	96.2%	95.8%	100.0%	97.8%
	Cancer	31 day wait: for subsequent treatment - drugs	>=98%	100.0%	95.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	(100.0%)	\$	(100.0%)	98.9%	100.0%	100.0%	100.0%	99.7%
		62 day wait: urgent referral to treatment	>=85%	91.5%	83.8%	82.5%	88.9%	84.5%	89.3%	83.9%	85.0%	91.5%	85.3%	75.0%	87.4%	(87.0%)	û	(91.3%)	85.9%	87.9%	87.1%	83.3%	86.0%
		62 day wait: for first treatment - screening	>=90%	100.0%	100.0%	100.0%	100.0%	90.3%	100.0%	100.0%	100.0%	82.4%	92.3%	87.5%	100.0%	(100.0%)	⇔	(100.0%)	100.0%	94.8%	93.3%	94.1%	95.7%
		62 day wait: consultant upgrade	>=91%	66.7%	62.5%	100.0%	100.0%	100.0%	87.5%	100.0%	100.0%	100.0%	90.9%	92.9%	100.0%	(100.0%)	\$	(100.0%)	83.3%	92.9%	100.0%	95.6%	93.0%
	Infection Prevention	MRSA Bacteraemia (No. of cases attributed to Trust)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	⇔	0/0	0/0	0/0	0/0	0/0	0/0
	Control:	Clostridium Difficile Infections (No. of cases attributed to Trust)	2	5	6	5	7	5	7	3	7	9	3	6	4	4	\$	4/12	16/9	19/9	19/10	13/9	67/37

denotes when the target is a contractual and Monitor performance target that is replicated in the Monitor compliance dashboard

#### TRUST KEY PERFORMANCE INDICATORS Quality & Safety April 2015

#### Sherwood Forest Ho **NHS Foundation Trust**

ospitals	NHS
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f. QUALITY & SAFETY METRICS			Target		Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	In month	Q4	Q3 2014/15	Q2	Q1	Q4
	ı	G	А	R	7.p. 21	, 21	Jul. 24	Jul 21	7105 21	3CP 2.	30.1.		20011	Jul 15	. 6.5 15	25	7.1.23	change	2014/14	Q5 201 1, 15	2014/15	2014/15	2013/14
	Catastrophic-Death relating to a patient safety incident	0%	-	0%	0 (0%)	2 (<1%)	1 (<1%)	1 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (<1%)	û	0	0	1	3	9
	Severe harm	0%	-	0%	0 (0%)	0 (0%)	2 (<1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3(0%)	1 (0%)	0 (0%)	Û	4	0	0	2	12
Patient Incidents (Datix reported)	Moderate harm	<=5%	-	>5%	47 (4.8%)	38 (4.1%)	27 (2.9%)	30 (3.8%)	14 (2.6%)	7 (0.8%)	21 (2.2%)	28 4.3 (%)	31 (6.1%)	1 (1.7%)	27 (4.38%)	26 (4.6%)	17 (3.2%)	<b>⇔</b>	54	80	53	112	165
	Low harm	<=23%	-	>23%	266 (27.5%)	220 (23.8%)	235 (25.5%)	215 (27.5%)	125 (20.9%)	166 (19.5%)	152 (16.3%)	189 (28.7%)	120 (23.7%)	7 (12.0%)	115 (18.66%)	120 (21.5%)	88 (16.9%)	<b>⇔</b>	242	461	492	721	679
	No harm	>=72%	-	<72%	653 (67.4%)	665 (71.9%)	657 (71.3%)	533 (68.3%)	476 (76.5%)	477 (56.0%)	559 (59.9%)	447 (67.9%)	354 (70.09%)	50 (86.2%)	471 (76.46%)	411 (73.6%)	412 (79.5%)	<b>\$</b>	932	1360	1417	1964	1807
Never Event (numb	Ler of reported events)	0	-	>0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>⇔</b>	0	0	0	0	0
Serious Incidents (r	reported externally to CCG)	<21	21-27	>28	12	9	9	6	9	7	8	4	5	5	6	7	6	<b>⇔</b>	18	17	22	30	25
	MSSA Bacteraemia (No. of hospital	0	0	2.5	0	0	2	0	1	0	2	0	2	0	2	3	1	Û	5	0	1	2	4
	acquired cases)  E Coli bacteraemia (No. of Hospital	U	U	2.5	0	0	2	0	1	0	2	0	2	0	2	3	1	u	5	Ü	1	2	4
	acquired cases)	0	2	4	8	2	4	7	5	3	4	4	3	9	6	4	2	Û	19	11	15	14	7
Infection Prevention Control:	E. Coli Urinary Catheter Associated Bacteraemia (No. of hospital acquired cases)	0	0	12	3	0	0	1	1	0	1	1	0	3	0	0	4	û	3	3	2	3	1
control.	Other Urinary Catheter Associated Bacteraemia (No. of hospital acquired cases)	0	0	1	4	4	0	5	1	0	1	0	0	0	0	1	4	û	1	1	6	8	0
	Surgical Site Infections (Total Knee Replacement surgery)	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	<b>⇔</b>	0	0	1	0	0
	Surgical Site Infections (Total Hip	0	0	1	0	0	1	0	1	0	0	0	0	1	0	0	0	<b>⇔</b>	1	0	1	1	0
	Replacement surgery)  Total number of Inpatient Falls	-	-	-	186	160	131	152	132	148	197	174	193	217	169	182	150	û	568	564	432	477	569
	Falls rate per 1000 occupied bed days	-	-	-	8.63	7.33	6.38	6.94	6.18	6.93	9.31	8.09	8.78	9.54	5.31	8.52	7.43	û	7.79	8.73	6.68	7.45	9.30
Slips, trips and falls	Number of Inpatient Falls resulting in				33	35	45	53	36	28	45	44	29	30	37	38	30	û	105	118	117	113	108
	harm Falls rate per 1000 occupied bed days	_		_	1.53	1.60	2.19	2.42	1.64	1.30	1.76	2.12	1.34	0.80	1.33	1.82	1.36	Û	1.32	1.74	1.79	1.77	1.66
Pressure Ulcer	resulting in harm  Grade 2	<5	>=5<=10	> 10	5	10	12	8	9	2	6	3	0	2	3	3	1	⇔	8	9	19	27	21
(post admission/avoidab	Grade 3	<2	>=2<=4	>4	2	0	0	0	0	0	0	0	0	2	2	1	0	Û	5	0	0	2	2
le)	Grade 4	0	-	>=1	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>⇔</b>	0	0	0	0	0
Medication related	Total Number of medication errors resulting in any harm	-	-		11	19	42	20	10	25	6	11	13	8	5	1	7	û	14	30	55	72	28
incidents	Number of medication errors per 1000 occupied bed days resulting in serious	-	-		0.51	0.87	2.05	0.91	0.47	1.16	0.31	0.53	0.57	0.40	0.25	0.43	0.00		0.36	0.31	0.85	1.14	0.17
	Iharm s (outside of ICCU)- 1-5 per 1000	<3.5 per	>3.5 per	>5 per	1.1	1.9	1.9	0.8	0.6	2.4	1.9	3.0	3.0	4.9	3.9	3.5	3.1	û	4.1	2.6	1.3	1.6	1.8
admission)  Eliminating Same S	ex Accommodation Breaches (No of	1000	1000	1000																			
breaches)	· T	0	0.19%	>=1	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>⇔</b>	0	0	0	0	0
	No of complaints received in month  % against activity complaints received in	<=0.10%		>=0.20%		29	33	28	26	49	41	39	33	38	30	25	13	û	93	113	103	91	123
Complaints	month				0.07%	0.07%	0.13%	0.06%	0.07%	0.11%	0.10%	0.10%	0.08%	0.09%	0.08%	0.06%	0.03%	Φ	0.08%	0.09%	0.08%	0.09%	0.10%
	(Acknowledgement)	>=96%	81-95%	<=80%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	<b>⇔</b>	100%	100%	100%	100%	100%
	Compliments	-	-	-	153	125	111	170	154	123	138	61	136	84	80	126	86	û	290	335	447	389	271
PALs	Concerns - volume received	<=0.10%	0.11% - 0.19%	>=0.20%	163	222	238	303	330	341	455	362	274	391	191	272	258	û	854	817	974	623	605
	Concerns - % against activity		0.19%		0.40%	0.54%	0.55%	0.57%	0.88%	0.77%	1.06%	0.90%	0.70%	0.97%	0.49%	0.62%	0.60%	û	0.69%	0.89%	0.73%	0.50%	0.48%
Net Promoter	NHS Friends and Family Test (5 start rating scoring)	>=4	>=3.5	<3.5	4.7	4.6	4.7	4.6	4.7	4.7	4.7	4.6	4.6	4.6	4.64	4.59	Data unavailable	<b>⇔</b>	4.6	4.7	4.7	4.7	4.6
Midwife to birth ra	tio	1.28	1.30	>1:30	0.00	0.00	1.30	0.00	0.00	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	<b>⇔</b>	1.30	1.30	1.30	1.30	1.27
Information Govern	nance (Scores for IG Toolkit)	>=70% scored at Level 2	-	<70% scored at Level 2	79%	79%	79%	79%	79%	79%	79%	79%	79%	79%	79%	79%	84%	Û	79%	79%	79%	79%	72%
	Continence Assessment	>90%	>85%	<85%	87%	90%	94%	90%	93%	93%	92%	93%	92%	92%	93%	93%	93%	\$	93%	92%	92%	90%	86%
	Dementia	>90%	>85%	<85%	75%	96%	97%	94%	95%	96%	85%	87%	84%	96%	88%	97%	93%	Û	94%	85%	95%	89%	79%
	Falls	>90%	>85%	<85%	96%	97%	96%	94%	95%	93%	94%	93%	96%	95%	94%	95%	90%	Û	95%	94%	94%	96%	94%
	Infection control	>90%	>85%	<85%	96%	97%	98%	98%	95%	96%	95%	97%	97%	65%	96%	76%	78%	Û	79%	96%	96%	97%	97%
	Meds	>90%	>85%	<85%	96%	96%	97%	96%	97%	97%	94%	94%	96%	97%	97%	96%	97%	Û	97%	95%	97%	96%	97%
Nursing Metrics:	Nutritional	>90%	>85%	<85%	95%	95%	98%	93%	93%	96%	93%	93%	94%	95%	95%	95%	96%	Û	95%	93%	94%	96%	96%
	Observations	>90%	>85%	<85%	90%	95%	97%	94%	95%	97%	96%	95%	95%	97%	94%	99%	98%	Û	97%	95%	95%	94%	90%
	Pain	>90%	>85%	<85%	89%	94%	91%	89%	89%	91%	86%	90%	86%	94%	90%	94%	95%	Û	93%	87%	90%	91%	87%
	Privacy	>90%	>85%	<85%	99%	99%	100%	99%	99%	99%	99%	99%	99%	99%	99%	99%	99%	\$	99%	99%	99%	99%	99%
	Safeguarding		>85%		81%	86%	88%	82%	87%	82%	83%	85%	88%	79%	84%	90%	87%	Û	84%	85%	84%	85%	84%
	Staff	>90%	>85%			95%	94%	91%	93%	96%	93%	93%	94%	92%	92%	89%	95%	Û	91%	93%	92%	94%	92%
	Tissue Viability	>90%	>85%	<85%	89%	91%	91%	82%	88%	88%	88%	88%	88%	92%	92%	92%	92%	⇔	92%	88%	86%	90%	87%

Denotes not applicable at time of report

Not available at time of report

publication

#### Monthly Trend

仓	Improved Performance
⇔	In line with previous period
Û	Deterioration in Performance

Achieving threshold improving performance
Achieving threshold deteriorating performance
Failing threshold improving performance
Failing threshold deteriorating performance

## TRUST KEY PERFORMANCE INDICATORS HR/Workforce April 15-March16

HR WORKFORCE METRICS		14 (establish based on end	e from 1st April nment target of year target ement)	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16
	Establishment	-	-	4094.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Staff in Post	-	-	3641.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Workforce Numbers	Vacancies (Diff between Bud. Est. & SIP)	-	-	452.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Turnover Rate (total leavers/SIP *100)	<1.00%	>1.00%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Attendance and	Sickness Absence (%) - Short Term	<1.50%	>1.50%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wellbeing - * This is	Sickness Absence (%) - Long Term	<1.50%	>1.50%	1.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
the cost of salary	Sickness Absence (%) - Total	<3.50%	>3.50%	3.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
paid to those who	Absence Cost (£) - Total*	-	-	£357,852	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
were absent due to sickness.	Maternity (WTE on maternity in month)	-	-	68.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Plan	-	-	£15,062,116	£14,871,785	£14,846,782	£14,846,782	£14,846,785	£14,846,782	£14,791,849	£14,791,852	£14,791,849	£14,791,849	£14,788,185	£14,755,682
Pay	Pay	-	-	£15,163,790	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
ray	Fixed Pay	-	-	£12,324,742	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
	Variable Pay	-	-	£2,839,048	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0
Staff Performance	AFC Rolling 12 month Appraisal completion rate	<97%	>98%	90%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Staff Performance	Mandatory Training Completion	<89%	>90%	78%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%