

Our employees

Supplementary data is set out below regarding Van Lanschot Kempen's employees.

The number of FTEs employed at Van Lanschot Kempen slightly decreased in 2017 by 12 FTEs to 1,658 (2016: 1,670).

Number of employees	2017		2016	
	Number	FTEs	Number	FTEs
Van Lanschot Netherlands	1,201	1,131	1,086	1,022
Van Lanschot Belgium	145	137	155	148
Van Lanschot Switzerland	27	24	23	22
Kempen & Co	374	366	500	478
Total	1,747	1,658	1,764	1,670

The average age of our employees was 43.2 in 2017, slightly higher than 2016.

Average age	2017	2016
Men	43.4	43.6
Women	42.9	42.3
Total workforce	43.2	43.1

A total of 284 employees left Van Lanschot Kempen in 2017 (2016: 245). Staff turnover increased to 16%.

The proportion of men is (63%).

Gender breakdown (number, %)	2017		2016	
	Number	%	Number	%
Men	1,108	63	1,112	63
Women	639	37	652	37
Total	1,747	100	1,764	100

The percentage of female employees with less than five years of service increased in 2017, in contrast to the percentage of men.

Length of service (%)	2017		2016	
	Men	Woman	Men	Woman
< 5 years	41.7	38.8	43.9	36.2
5 to 10 years	20.6	16.0	22.2	19.0
10 to 15 years	12.8	12.7	11.4	11.8
15 to 20 years	15.0	18.0	12.9	18.3
20 to 25 years	3.3	5.8	3.1	6.6
> 25 years	6.6	8.8	6.4	8.1
Total	100	100	100	100

The proportion of male employees working part-time slightly rose compared to the previous year.

Employment ended	2017		2016	
	Number	%	Number	%
End of temporary contract	32	11%	25	10%
At employee's request	121	43%	106	43%
At employer's request	122	43%	95	39%
Retirement	8	3%	15	6%
> 2 years work incapacity	0	0%	0	0%
Death	1	0%	4	2%
Total	284	100	245	100%
Natural wastage¹		16%		14%

1 The natural wastage figure is obtained by comparing the number of departures in one year with the average number of employees for that year.

In 2017, we once again invested in education and training programmes for our staff, which resulted in a higher number of training hours.

Training hours	2017	2016
Total number of hours, individually and collectively ²	112,255	98,853

2 Number of training hours for Van Lanschot Netherlands and Kempen only. The figure is calculated and not based on registration.

Type of service / gender	2017						2016					
	M	%	F	%	Total	%	M	%	F	%	Total	%
Full-time	975	88	299	47	1,274	73	1,003	90	304	47	1,307	74
Part-time	133	12	340	53	473	27	109	10	348	53	457	26
Total	1,108	100	639	100	1,747	100	1,112	100	652	100	1,764	100