

Our employees

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

The number of FTEs employed at Van Lanschot Kempen decreased in 2018 by 37 FTEs to 1,621 (2017: 1,658).

Number of employees	2018		2017	
	Number	FTEs	Number	FTEs
Van Lanschot Netherlands	1,158	1,091	1,201	1,131
Van Lanschot Belgium	149	142	145	137
Van Lanschot Switzerland	29	27	27	24
Kempen	371	362	374	366
Total	1,707	1,621¹	1,747	1,658

1 Differences in the sum are due to rounding.

The proportion of women is 36%.

Gender breakdown (number, %)	2018		2017	
	Number	%	Number	%
Men	1,098	64	1,108	63
Women	609	36	639	37
Total	1,707	100	1,747	100

The percentage of both female and male employees with less than five years of service increased in 2018.

Length of service (%)	2018		2017	
	Men	Woman	Men	Woman
< 5 years	43.4	40.1	41.7	38.8
5 to 10 years	17.3	14.3	20.6	16.0
10 to 15 years	14.6	13.5	12.8	12.7
15 to 20 years	13.0	15.4	15.0	18.0
20 to 25 years	5.0	7.4	3.3	5.8
> 25 years	6.7	9.4	6.6	8.8
Total	100	100	100	100

The proportion of female and male employees working part time remained the same compared to the previous year.

Type of service / gender	2018						2017					
	M	%	F	%	Total	%	M	%	F	%	Total	%
Full-time	963	88	285	47	1,246	73	975	88	299	47	1,274	73
Part-time	134	12	324	53	460	27	133	12	340	53	473	27
Total	1,097	100	609	100	1,707	100	1,108	100	639	100	1,747	100

The average age of our employees was 43.8 in 2018, slightly higher than 2017.

Average age	2018	2017
Men	43.8	43.4
Women	43.8	42.9
Total workforce	43.8	43.2

A total of 219 employees left Van Lanschot Kempen in 2018 (2017: 284). Staff turnover decreased.

Employment ended	2018		2017	
	Number	%	Number	%
End of temporary contract	26	12%	32	11%
At employee's request	114	52%	121	43%
At employer's request	68	31%	122	43%
Retirement	7	3%	8	3%
> 2 years work incapacity	0	0%	0	0%
Death	4	2%	1	0%
Total	219	100	284	100%
Natural wastage²		13%		16%

2 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 2018, we once again invested in education and training programmes for our staff, which resulted in a higher number of training hours.

Training hours	2018	2017
Total number of hours, individually and collectively	125,361	113,959