

Employee structure

	Change	2019	2020
Headcount annual average	-6.6%	7'004	6'539
— thereof female	0.7%	37.2%	37.4%
Average permanent headcount	-6.9%	6'367	5'928
— thereof female	1.5%	38.9%	39.4%
Average temporary headcount	-4.1%	637	611
Average headcount with higher management function	-19.5%	205	165
— thereof female	-6.1%	20.0%	18.8%
Headcount end of period	-6.2%	6'884	6'456
Employees joining (new, growth existing functions / replacements)	-26.0%	884	654
Employees leaving	-0.3%	1'085	1'082
— thereof voluntary leaves	-27.8%	862	622
Total deviation versus prior year	112.9%	-201	-428
Rate of new hires	-20.5%	13.9%	11.0%
— Turnover rate	-22.5%	13.5%	10.5%

The information on employees relates to the core business consisting of the Healthcare Solutions and Industrial Solutions business areas, excluding the online distributor Reichelt. The turnover rate is calculated by dividing the number of those leaving voluntarily by the average headcount for the year (not including temporary employment contracts).