

# Council Wide Scorecard

People Plan theme	Measure	Q1	Q2	Q3	Q4	Status\ Direction of travel
 Flexible	# Full time equivalent (FTE)	13018.7	12897.3	12801.5	12617.22	▲
	£000s Staffing budget variation[1]	2,208	1,118	342	530	
	Agency hours	249173	267262	229997	206238	▲
	# voluntary leavers under Early Leavers Initiative (ELI)	94	85	205	88	▼
	# average length of time in redeployment	6.9	13.1	7	7.5	▼
	% Black and Minority Ethnic (BME) employees at PO5+	10.25	10.29	10.75	10.84	▲
	% disabled employees at PO5+	3.96	4.05	4.71	4.49	▼
	% female employees at PO5+	51.50	49.33	52.35	52.85	▲
 Healthy	# projected absence per FTE	9.05	9.06	8.73	9.29	▼
	# accidents / incidents involving employees	660	686	594	443	▲
	# accidents / incidents not involving employees	2800	1102	1439	1017	▲
	# incidents reportable under RIDDOR* to Health and Safety Executive	79	30	42	46	▼
	# number of accident paid (insurance) claims lodged	336	646	558	59	▲
 Enabled	% of Directorate development budget spent/committed[2]		20	60	75	
	% of key and major decisions where equality is given due regard	To be established for Q4				
	# of employees who recognise the values in their colleagues work (0 – 10)			7.3	7.3	
	% of staff in talent pool with basic skills assessment		17	7	3	▼
 Engaged	% staff who feel engaged			71	71	◄►
	% of services assessed against Investors in People (IIP) standard		80	100	100	◄►
	Average directorate score against IIP standard		8	8	8	◄►
	# Employee relations framework measures	Under development with trade unions				
	# number of Criminal Records Bureau (CRB) checks completed (including reviews)	Being established for Q3				
 Performing	% employees who received an appraisal	33	89	93	93	◄►
	% employees who received a quality appraisal	Being established for Q4				
	# New grievances	60	26	1	10	
	# New disciplinaries	78	33	11	26	
	# New performance managements	5	5	0	0	

\* RIDDOR - Reportable Injuries, Diseases, Dangerous Occurrences Regulations

[1] Red equals under spend

[2] Cumulative figure given. Direction of travel based on assumed equal monthly spend should be 100% at month 12