






# Environments Neighbourhoods Directorate

People Plan theme	Measure	Q1	Q2	Q3	Q4	Status\ Direction of travel
 Flexible	# Full time equivalent (FTE)	1439.5	1440.3	1409.1	1398.19	▲
	£000s Staffing budget variation[1]	442	1,653	1,849	2,076	
		67488	69291	42266	33218	▲
	Agency hours					
	# voluntary leavers under Early Leavers Initiative (ELI)	7	3	12	7	▼
	# average length of time in redeployment	5.3	6.5	6.5	4	▲
	% Black and Minority Ethnic (BME) employees at PO5+	13.77	14.17	14.75	15.65	▲
	% disabled employees at PO5+	7.25	5.51	5.74	5.22	▼
% female employees at PO5+	43.48	47.24	48.36	50.43	▲	
 Healthy	# projected absence per FTE	11.21	11.89	11.97	11.93	▲
	# accidents / incidents involving employees	84	63	66	66	◄►
	# accidents / incidents not involving employees	9	1	2	4	▼
	# incidents reportable under RIDDOR* to Health and Safety Executive	9	3	5	3	▲
	# number of accident paid (insurance) claims lodged	8	8	10	19	▼
 Enabled	% of Directorate development budget spent/committed[2]		27	20	37	
	% 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)			6.97	6.97	
	% of staff in talent pool with basic skills assessment		17	3	0	▼
 Engaged	% staff who feel engaged			66	66	◄►
	% of services assessed against Investors in People (IIP) standard		100	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	27	93	89	89	◄►
	% employees who received a quality appraisal	Being established for Q4				
	# New grievances	7	4	4	3	
	# New disciplinaries	4	3	13	2	
	# New performance managements	1	0	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