






Complex Needs

People Plan theme	Measure	Q1	Jul	Aug	Sep	Q2	2012/13 Target	11/12 outturn	Comments
 Flexible	# Full time equivalent (FTE)	217.12	212.39	212.44	225.11	225.11	n/a		
	£000s Staffing budget variation	N/A	N/A	N/A	N/A	N/A	0		
	Agency FTE (average)	4	N/A	N/A	N/A	N/A	n/a		
	Agency Spend (total)	£42,348	N/A	N/A	N/A	£0	n/a		
	# new staff in Talent Pool	0	0	0	0	0	n/a		
	Average length of time in Talent Pool	0	7	0	0	0	6 months		
	% Black Minority Ethnic employees at Joint Negotiating Council (JNC)	13.9%	13.9%	11.4%	10.3%	10.3%	tbc		
	% disabled employees at JNC	2.8%	2.8%	2.9%	5.1%	5.1%	tbc		
	% female employees at JNC	83.3%	83.3%	82.9%	82.1%	82.1%	tbc		
 Healthy	# projected absence per FTE	10.78	12.06	12.40	11.59	11.59	8.5		
	# employee accidents / incidents per 1000 employees	34	0	0	8	8	3% reduction		
	# employee incidents reportable under RIDDOR[1] to Health and Safety Executive	0	0	0	0	0	3% reduction		
 Enabled	% of workforce development budget spent/committed	5.03%	6.73%	26.54%	29.23%	29.23%	100%		
	How well employees recognise the values in their colleagues work	N/A	N/A	N/A	N/A	N/A	10		
 Engaged	The extent to which the Council delivers what employees need to feel engaged	N/A	N/A	N/A	N/A	N/A	73%		
	Engagement survey response rate	N/A	N/A	N/A	N/A	N/A	100%		
 Performing	% of performance appraisals completed	N/A	N/A	N/A	N/A	N/A	100%		
	% of 6 month reviews completed	N/A	N/A	N/A	N/A	N/A	100%		
	# new grievances	0	0	0	0	0	n/a		
	# new disciplinaries	0	0	0	0	0	n/a		
	# new improving performance cases	0	0	0	0	0	n/a		

N/A indicates stats not available for that period

[1] RIDDOR - Reportable Injuries, Diseases, Dangerous Occurrences Regulations