






Community Safety

People Plan theme	Measure	Q1	Jul	Aug	Sep	Q2	2012/13 Target	11/12 outturn	Comments
 Flexible	# Full time equivalent (FTE)	137.91	138.91	138.75	139.15	139.15	n/a		<ul style="list-style-type: none"> CCTV restructure – consultation to commence TUPE in of ENEHL CCTV commenced planned transfer date 1.2.13 LASBT - Consultaion completed for the transfer of noise staff from EAS to LASBT. Realignment of roles & JD's has been completed , DDN awaiting sign off. 1 employee in talent pool on temp contract in LASBT
	£000s Staffing budget variation	(£90)	(£127)	(£129)	(£126)	(£126)	0		
	Agency FTE (average)	0	0	0	0	0	n/a		
	Agency Spend (total)	£0	£0	£0	£0	£0	n/a		
	# new staff in Talent Pool	0	0	0	0	0	n/a		
	Average length of time in Talent Pool	0	0	7	0	0	6 months		
	% Black Minority Ethnic employees at Joint Negotiating Council (JNC)	66.7%	66.7%	66.7%	66.7%	66.7%	tbc		
	% disabled employees at JNC	0.0%	0.0%	0.0%	0.0%	0.0%	tbc		
	% female employees at JNC	66.7%	66.7%	66.7%	66.7%	66.7%	tbc		
 Healthy	# projected absence per FTE	14.19	14.30	15.12	14.90	14.90	8.5		6.63 days lost per FTE (slight improvement on previous month - Projected out turn 14.90 days per FTE) Attendance is highlighted as a hotspot, especially in CCTV. Attendance & engagement action plan to address a number in place. Low incidence of CF50/50A reporting in Community Safety being discussed H&S Audit to be carried out across the service over the next quarter.
	# employee accidents / incidents per 1000 employees	14	0	28	14	42	3% reduction		
	# employee incidents reportable under RIDDOR[1] to Health and Safety Executive	1	0	0	0	0	3% reduction		
 Enabled	% of workforce development budget spent/committed	2.20%	2.50%	5.23%	5.23%	5.23%	100%		<ul style="list-style-type: none"> New staff induction programme launched in Com Safety that will be rolled aout to all new startes with immediate effect. Nominations for Hearing officers training received
	How well employees recognise the values in their colleagues work	6.0	6.0	7.5	7.5	7.5	10		
 Engaged	The extent to which the Council delivers what employees need to feel engaged	67%	67%	68%	68%	68%	73%		<ul style="list-style-type: none"> Service continues to implement the Community Safety People Plan. Community Safety Awayday (half day) held 23 October 2012 - good attendance from all areas of the Safer Leeds Partnership plan is to have one of these sessions every 6 months.
	Engagement survey response rate	31%	31%	33%	33%	33%	100%		
 Performing	% of performance appraisals completed	N/A	N/A	N/A	N/A	N/A	100%		<ul style="list-style-type: none"> Managers asked to continue to keep reviewing their team structures and checking they're up to date. 5 LTS cases in the service at 30th September 2012 Grievance: 1 (in informal stage)
	% 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