






Environmental Action

People Plan theme	Measure	Q1	Jul	Aug	Sep	Q2	2012/13 Target	11/12 outturn	Comments
 Flexible	# Full time equivalent (FTE)	500.82	499.57	493.92	492.11	492.11	n/a		Staffing Regulatory Restructure - consultation continues. Overall headcount numbers proposed to remain the same, however reduction in grades for staff. A number of staff have been approved to enter the talent pool at priority 3, and will formally enter from October. LASBAT - Consultation complete for staff transferring from Environmental Health to Community Safety Agency Spend Work has been undertaken to reduce agency spend within the Service area. Reduction in agency usage will be seen in Octobers figures.
	£000s Staffing budget variation	(£99)	(£39)	(£62)	(£102)	(£102)	0		
	Agency FTE (average)	18	20	25	28	28	n/a		
	Agency Spend (total)	£65,194	£36,593	£45,438	£51,942	£133,973	n/a		
	# new staff in Talent Pool	1	1	0	0	1	n/a		
	Average length of time in Talent Pool	0	6	0	8	8	6 months		
	% Black Minority Ethnic employees at Joint Negotiating Council (JNC)	14.3%	14.3%	14.3%	16.7%	16.7%	tbc		
	% disabled employees at JNC	14.3%	14.3%	14.3%	16.7%	16.7%	tbc		
% female employees at JNC	14.3%	14.3%	14.3%	16.7%	16.7%	tbc			
 Healthy	# projected absence per FTE	8.28	9.31	10.81	11.48	11.48	8.5		Absence Projected sickness absence has increased to 11.48 days lost, which if remained the same would not only be in excess of the corporate target but an increase on 2011/12 outturn. However, the reason for this increase has been due to long term sickness within a particular locality team, and a number of these employees have now returned to work. So a decrease in sickness is likely to be seen in October.
	# employee accidents / incidents per 1000 employees	63	22	22	4	48	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	18.17%	88.32%	88.41%	91.81%	91.81%	100%		Workforce Development Nominations for hearing officers training received. Briefing sessions took place for Investigating Officers during September
	How well employees recognise the values in their colleagues work	6.8	6.8	6.3	6.3	6.3	10		
 Engaged	The extent to which the Council delivers what employees need to feel engaged	64%	64%	64%	64%	64%	73%		Engagement Survey response rate reduced from 30% in Quarter 1, to 12% in Quarter 2. Further work is currently being undertaken to increase the response rate for Quarter 3 (Nov 12) The service continues to have Engagement on its agenda, and is working towards the Engagement Plan
	Engagement survey response rate	30%	30%	12%	12%	12%	100%		
 Performing	% of performance appraisals completed	N/A	N/A	N/A	N/A	N/A	100%		Appraisals Appraisals have been completed within Environmental Action. However, a number of front line staff are not recorded on the PAL system Casework Casework remains low within the Service
	% of 6 month reviews completed	N/A	N/A	N/A	N/A	N/A	100%		
	# new grievances	0	1	0	0	1	n/a		
	# new disciplinarys	3	0	2	0	2	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