






Statutory Housing

People Plan theme	Measure	Q1	Jul	Aug	Sep	Q2	2012/13 Target	11/12 outturn	Comments
 Flexible	# Full time equivalent (FTE)	189.51	188.51	188.51	189.94	189.94	n/a		Phase 1 Management restructure has been implmented, Phase 2, due to commence early 2013 Employees in talent pool are those in the Asylum service who are in P3 currently.They will be excaleted to P2 on 12.11.12 if there is no TUPE. Some of these employees are already in work trials- there may be some solutions by next month.
	£000s Staffing budget variation	(£8)	£6	(£34)	(£62)	(£62)	0		
	Agency FTE (average)	1	0,10	0	0	0	n/a		
	Agency Spend (total)	£4,790	£452	£0	£0	£452	n/a		
	# new staff in Talent Pool	2	14	1	0	15	n/a		
	Average length of time in Talent Pool	0	0	9	0	0	6 months		
	% Black Minority Ethnic employees at Joint Negotiating Council (JNC)	0.0%	0.0%	0.0%	0.0%	0.0%	tbc		
	% disabled employees at JNC	0.0%	0.0%	25.0%	25.0%	25.0%	tbc		
	% female employees at JNC	25.0%	25.0%	25.0%	25.0%	25.0%	tbc		
 Healthy	# projected absence per FTE	7.54	8.85	9.13	8.62	8.62	8.5		2 LTS cases in the service at 31st August 2012
	# employee accidents / incidents per 1000 employees	45	20	15	10	45	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	7.31%	7.65%	17.03%	18.46%	18.46%	100%		<ul style="list-style-type: none"> workshops to support managers in the introduction of performance ratings (April 2013) available. Contact local HR for details Nominations for Hearing officers training received
	How well employees recognise the values in their colleagues work	6.0	6.0	7.0	7.0	7.0	10		
 Engaged	The extent to which the Council delivers what employees need to feel engaged	67%	67%	75%	75%	75%	73%		<ul style="list-style-type: none"> Q2 Engagement score has by 3% to 65% Q2 response rate 23% down 20% from Q1 (43%)
	Engagement survey response rate	57%	57%	24%	24%	24%	100%		
 Performing	% of performance appraisals completed	N/A	N/A	N/A	N/A	N/A	100%		<ul style="list-style-type: none"> Managers to continue to keep reviewing their team structures and checking they're up to date. Disciplinary: 1 - hearing to be scheduled
	% 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