

Review CIP13 Performance Measures

The following are the performance indicators held against CIP13. These are currently being reviewed in readiness for the next financial year and improvements are being made to the performance indicators which, once in place, we would be happy to feed back to Scrutiny Panel.

Equip managers and staff to manage change and improve performance

Percentage managers who have received project management training

- Learning needs have been met for 114 (80%) of 143 staff identified for project management training. The remaining 20% of staff have been scheduled in to attend suitable project management programmes later this year.

Percentage Staff trained by programme

- This performance measure shows that 6.3% of staff attended a corporate training programme in the last twelve months.

Percentage staff leaving the authority as a percentage of the total number employed

- The current rate of turnover for the authority as at 31st October is 14.14%. CIPD report National Average currently 15.7%.

Embed Performance Management Arrangements

Percentage of Council Staff Appraised

- Recent switch from annual to monthly reporting. Monthly figure for September 09 3.20% appraisals conducted. Numbers are relatively low for this month however levels of appraisals are anticipated to rise substantially as appraisals are taking place and should have 100% completion rate by the end of January 10.

Percentage role profiles developed

- 65% of role profiles were completed by the end of October which demonstrates that the RP team are on-track to complete all appraisals by the target deadline of the end of December 2009.

Percentage roles completed and linked to the competency framework

- To date no information has been entered against this performance indicator however behavioural job types have been identified for 85% of roles, and in January a mass import exercise will be completed to insert job types into role profiles – therefore ensuring 100% completion by the end of January and linking role profiles to the competency framework.

Percentage JE appeals dealt with within time limits

- 100% appeals have been completed and therefore tracking against this performance indicator has ceased.

Improve the Quality of Information

Staff survey – Improvement in “information to do job

- Data will be entered and a comparison carried out when the next employee survey is completed.

Staff Survey - Increase the completion rate to government average.