


2020-21 Quarter to March Human Resources & Organisational Development Performance Report – Service Plan Performance Indicators



Theme Service Level – Sustainable council that provides valued services to our communities												
Cat	Code & Name	Target	2018/19	2019/20	2020/21	Q4 2019/20	Q1 2020/21	Q2 2020/21	Q3 2020/21	Q4 2020/21	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value	Value		
Local	CS024b Number of Violence and Aggression Incidents reported (target based on previous 3 years average per quarter)	330	1,199	1,573	723	549	80	224	280	139	Education - 131 Woodview - 8 H&S - 0 Lockdown restrictions have resulted in the lowest number of violence and aggression incidents recorded within an education setting this quarter. Only certain pupils attended hubs with the majority of primary pupils not back until Feb/March and Secondary pupils not back till after Easter.	
Local	CS045 Working days lost due to industrial injury / accidents (based on average of past 3 years)	71	261	84	124	3	0	118	0	6		
Local	CS024a Number of Health and Safety Incidents reported (target based on previous 3 years average per quarter)	62	240	258	159	70	22	47	58	32		

Theme Service Level – Reward & Recognition

Cat	Code & Name	Target	2018/19	2019/20	2020/21	Q4 2019/20	Q1 2020/21	Q2 2020/21	Q3 2020/21	Q4 2020/21	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value	Value		
Nat(b)	CS037.1 Equal Opportunities Percentage of highest paid 5% of earners that are women	50%	54.1%	54.7%							Measured annually Moray – Equal Opportunities – 54.7% (Rank 20 th) Comparator Benchmarking Authorities: East Ayrshire – 53.6% East Lothian – 56.3% Fife – 57.6% North Ayrshire – 60.8% Perth & Kinross – 51.2% South Ayrshire – 60.3% Stirling – 61.5% Scotland – 56.7%	
Nat(b)	CORP3c The gender pay gap (%)	3.42%	7.58%	6.42%							Measured annually Moray - The Gender Pay Gap - 6.42% (Rank 28th no change from 2018/19) (Hourly Rate (Female) £14.42 / Hourly Rate (Male) £15.41 = 6.42%) Comparator Benchmarking Authorities: East Ayrshire - 1.47% East Lothian - 3.01% Fife - -0.65% North Ayrshire - 1.78% Perth & Kinross - -0.69% South Ayrshire - 2.48% Stirling -0.92% Scotland - 3.42%	