




# 2021-22 Quarter to June Human Resources & Organisational Development Performance Report – Service Performance Indicators




Service Level – Reward & Recognition  
Continue to monitor the long term impact on the pay structure arising from the living wage and other pay related issues

Cat	Code & Name	Target	2019/20	2020/21	2021/22	Q1 2020/21	Q2 2020/21	Q3 2020/21	Q4 2020/21	Q1 2021/22	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%	54.7%			Not measured for Quarters					Local Government Benchmarking Framework Indicator Corp 3b 2019/20 Ranking for Moray - 20 2019/20 Scottish Average – 56.74%	
Nat(b)	CORP3c The gender pay gap (%)	3.42%	6.42%			Not measured for Quarters					<b>Moray</b> - 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% <b>Scotland - 3.42%</b>	

**Service Level – Sustainable Council**  
**Manage risks well by implementing our health and safety system effectively**

Cat	Code & Name	Target	2019/20	2020/21	2021/22	Q1 2020/21	Q2 2020/21	Q3 2020/21	Q4 2020/21	Q1 2021/22	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value	Value		
Local	CS024a Number of Health and Safety Incidents reported (target based on previous 3 years average per quarter)	62	258	159		22	47	58	32	TBC		
Local	CS024b Number of Violence and Aggression Incidents reported (target based on previous 3 years average per quarter)	330	1,573	723		80	224	280	139	TBC		
Local	CS045 Working days lost due to industrial injury / accidents (based on average of past 3 years)	71	84	124		0	118	0	6	TBC		

**Service Level – Sustainable Council**  
**Support the implementation of the Council's Health and Work Policy in order to deliver ongoing improvements in absence levels**

Cat	Code & Name	Target	2019/20	2020/21	2021/22	Q1 2020/21	Q2 2020/21	Q3 2020/21	Q4 2020/21	Q1 2021/22	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value	Value		
Nat(b)	CS016B.1 Sickness Absence Rates - Average number of working days per employee lost through sickness absence - Teachers	6.4	6.76			Not measured for Quarters					Local Government Benchmarking Framework Indicator Corp 6a 2019/20 Ranking for Moray - 18 2019/20 Scottish Average - 6.40	
Nat(b)	CS016B.2 Sickness Absence Rates - Average number of working days per employee lost through sickness absence - all other local government employees	11.93	12.69			Not measured for Quarters					Local Government Benchmarking Framework Indicator Corp 6b 2019/20 Ranking for Moray - 22 2019/20 Scottish Average - 11.93	