

2022-23 Quarter to June Human Resources & Organisational Development Performance Report – Service Plan Performance Indicators








Strategic Level Outcomes – PIs - A sustainable Council that provides valued services to our communities




Cat	Code & Name	Target	2020/21	2021/22	2022/23	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value	Value		
Local	CS005 Reviewed workforce strategy approved	Data only	100%	N/A		Not measured for Quarters						
Local	CS006 % of employees experiencing change that were satisfied with the way the change management process was handled	Data only	N/A	N/A		Not measured for Quarters						
	CS007 % of 1,2,3 tier managers attending Leadership Development training	75%	N/A	N/A		Not measured for Quarters						

Service Level Outcomes – PIs - A sustainable council that provides valued services to our communities

Cat	Code & Name	Target	2020/21	2021/22	2022/23	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	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	4.16	4.54			Not measured for Quarters					In 2020/21, the average number of working days lost through sickness absence for Teachers fell across Scotland. In Moray, days lost fell to 4.54, above the Scottish average of 4.16. In terms of ranking position, Moray fell 5 places from 19th to 24th. Proposals to target work in higher cost areas will be developed. LGBF Indicator Corp 6a Moray - 4.54 (Rank no 24 compared to 19 in 2019/20)	

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			Value	Value	Value	Value	Value	Value	Value	Value		
											Comparator Benchmarking Authorities: East Ayrshire - 2.91 East Lothian - 2.77 Fife - 5.15 North Ayrshire - 4.78 Perth & Kinross - 4.21 South Ayrshire - 3.18 Stirling - 3.74 Scotland - 4.16	
Nat(b)	CS016B.2 Sickness Absence Rates - Average number of working days per employee lost through sickness absence - all other local government employees	9.71	8.67			Not measured for Quarters					LGBF Indicator Corp 6b Moray - 8.67 (Rank no 10 compared to 22 in 2019/20) Comparator Benchmarking Authorities: East Ayrshire - 7.07 East Lothian - 7.17 Fife - 11.83 North Ayrshire - 9.24 Perth & Kinross - 8.32 South Ayrshire - 8.82 Stirling - 9.49 Scotland - 9.71	
Local	CS024a Number of Health and Safety Incidents reported (target based on previous 3 years average per quarter)	49	159	168		66	43	18	41	TBC		
Local	CS024b Number of Violence and Aggression Incidents reported (target based on previous 3 years average per quarter)	335	771	1,681		339	346	449	547	TBC	Education - H&S - Care Facility - 81	
Local	CS045 Working days lost due to industrial injury / accidents (based on average of past 3 years)	33	124	192		23	33	124	12	TBC		
	CS008 % of managers trained in hybrid ways of working and management	80%	N/A	N/A		Not measured for Quarters						



2. Service Level Outcomes – PIs - Workforce Development to meet demands and deliver priorities

Cat	Code & Name	Target	2020/21	2021/22	2022/23	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value	Value		
	ERDP.HROD1 No of ERDP's due to carried out within year	Data only								TBC		
	ERDP.HROD2 No of ERDP's carried out within period (Cumulative)	Data only								TBC		
	ERDP.HROD3 HROD ERDP %	25%								TBC		

2022-23 Quarter to June ICT Performance Report – Service Plan Performance Indicators



Service Level Outcomes – PIs - Workforce Development to meet demands and deliver priorities

Cat	Code & Name	Target	2020/21	2021/22	2022/23	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value			
	ERDP.ICT1 No of ERDP's due to carried out within year	Data only								TBC		
	ERDP.ICT2 No of ERDP's carried out within period (Cumulative)	Data only								TBC		
	ERDP.ICT3 ICT ERDP %	25%								TBC		