

2025-26 Quarter to December People, Change & Community Strategy Performance Report – Service Performance Indicators



PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				

Operational Indicators														
2. Health & Safety														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
HROD005	Local	Number of Health and Safety Incidents reported (target based on previous 3 years average per quarter)	41	177	137	77	43	43	47	13	17	Target amended for 2025/26 based on previous 3 years average (162), per quarter (41)		
HROD007	Local	Working days lost due to industrial injury/accidents	32	135	201	82	37	80	54	27	1			
HROD024	Local	Working days lost due to workplace injuries or illness per 1,000 FTEs	Data Only			7.38			14.58	7.29	0.27			

Operational Indicators														
3. Human Resources														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
HROD004	Local	Human Resources - Employee Engagement Index Score		59%	N/A	N/A	Not measured for Quarters		Not measured for Quarters			The latest Employee Survey closed out with 2024/25 reporting period on 4th April 2025.		
HROD006	Local	Number of Violence and Aggression Incidents reported (target based on previous 3 years average per quarter)	827	1,865		2,922			918	1,166	838	Target reviewed and amended for 2025/26 based on previous 3 years average (3307), per quarter (827). Education - 689 (Term 2) H&S Corporate - 4 Care Facility - 145		

Operational Indicators														
4. Organisational Development														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
HROD23		% of employees completing required training (e.g., safeguarding, GDPR, health and safety) within designated timeframes.				N/A			N/A	N/A	N/A			

Operational Indicators
5. Payroll

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
FS111	Local	Payroll: Accuracy - Number	99.5%	99.92%	99.94%	99.94%	99.91%	99.95%	99.9%	99.95%	99.97%		↑	✔
FS112	Local	Payroll: Accuracy - Value	99.85%	99.98%	99.99%	99.99%	99.99%	99.98%	99.99%	100%	100%		↑	✔