2021-22 Quarter to September Human Resources & Organisational Development
Performance Report - Service Plan Performance Indicators

Strategic Level Priorities – PIs - Creating a Sustainable Council - Developing the Workforce - Review and develop the council's workforce strategy and plan

| Cat | Code & Name | Target | 2019/20 | 2020/21 | 2021/22 | Q2 2020/21 | Q3 2020/21 | Q4 2020/21 | Q1 2021/22 | Q2 2021/22 | Latest Note | Status |
			Value	Value	Value	Value	Value	Value	Value	Value		
	CS005 % of Workforce Strategy that has been reviewed and approved			100%	N/A	Not measured for Quarters						

Strategic Level Priorities – PIs - Creating a Sustainable Council - Developing the Workforce - Transformation and Change

| Cat | Code & Name | Target | 2019/20 | 2020/21 | 2021/22 | Q2 2020/21 | Q3 2020/21 | Q4 2020/21 | Q1 2021/22 | Q2 2021/22 | Latest Note | Status |
			Value	Value	Value	Value	Value	Value	Value	Value		
	CS006 % of employees experiencing change that were satisfied with the way the change management process was handled		34%	N/A		Not measured for Quarters					Data taken from Employee Survey. No survey undertaken during 2020/21.	

Service Level Priorities – PIs - 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 | Q2 2020/21 | Q3 2020/21 | Q4 2020/21 | Q1 2021/22 | Q2 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%	✅

Cat	Code & Name	Target	2019/20 Value	2020/21 Value	2021/22 Value	Q2 2020/21 Value	Q3 2020/21 Value	Q4 2020/21 Value	Q1 2021/22 Value	Q2 2021/22 Value	Latest Note	Status
Nat(b)	CORP3c The gender pay gap (%)	3.42%	6.42%			Not measured for Quarters					**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%**	🔴

Service Level Priorities – PIs - Sustainable Council: Manage risks well by implementing our health and safety system effectively

Cat	Code & Name	Target	2019/20 Value	2020/21 Value	2021/22 Value	Q2 2020/21 Value	Q3 2020/21 Value	Q4 2020/21 Value	Q1 2021/22 Value	Q2 2021/22 Value	Latest Note	Status
Local	CS024a Number of Health and Safety Incidents reported (target based on previous 3 years average per quarter)	55	258	159		47	58	32	n/a	n/a		✅
Local	CS024b Number of Violence and Aggression Incidents reported (target based on previous 3 years average per quarter)	294	1,573	752		224	280	168	n/a	n/a		✅
Local	CS045 Working days lost due to industrial injury / accidents (based on average of past 3 years)	71	84	124		118	0	6	n/a	n/a		✅

Service Level Priorities – PIs - 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 Value	2020/21 Value	2021/22 Value	Q2 2020/21 Value	Q3 2020/21 Value	Q4 2020/21 Value	Q1 2021/22 Value	Q2 2021/22 Value	Latest Note	Status
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	🔺

Cat	Code & Name	Target	2019/20	2020/21	2021/22	Q2 2020/21	Q3 2020/21	Q4 2020/21	Q1 2021/22	Q2 2021/22	Latest Note	Status
			Value	Value	Value	Value	Value	Value	Value	Value		
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	⚠️

2021-22 Quarter to September ICT Performance Report – Service Plan Performance Indicators

Strategic Level Priorities – PIs - Creating a Sustainable Council - Improvement and Modernisation - ICT Strategy to take account of council priorities and requirements

Cat	Code & Name	Target	2019/20 Value	2020/21 Value	2021/22 Value	Q2 2020/21 Value	Q3 2020/21 Value	Q4 2020/21 Value	Q1 2021/22 Value	Q2 2021/22 Value	Latest Note	Status
Local	CS016 % of ICT and Digital Strategy reviewed and approved				10%	Not measured for Quarters						

Strategic Level Priorities – PIs - Creating a Sustainable Council - Improvement and Modernisation - Implementation of online services

Cat	Code & Name	Target	2019/20 Value	2020/21 Value	2021/22 Value	Q2 2020/21 Value	Q3 2020/21 Value	Q4 2020/21 Value	Q1 2021/22 Value	Q2 2021/22 Value	Latest Note	Status
Local	CS017 % uptake of the ParentsPortal across Moray schools			38%				38%		46%	At the end of September 2021, total percentage uptake in Moray schools for the ParentsPortal was 46%	
Local	CS018 % use of online Children's Services via council website and customer portal								N/A	N/A	Relates to monitoring the outcome of Action ICT20-25 Strat 4.3 however work on this is yet to be finalised.	