

2025-28 Quarter to June 2026 Growth, Planning & Climate Performance Report - Service Plan



Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

2025-28 Growth, Planning & Climate Overall Plan Progress							
Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28	Growth, Planning & Climate Service Plan			31-Dec-2028	Service Plans are measured using a combination of Actions and milestones, which are weighted to reflect priorities as identified and approved at respective committees. Service Plans have Priority ratings ranging between 1 & 3. Actions have been weighted to allow more accurate measurement of progress of the Service Plan by placing a higher value on those Actions rated with a higher priority. Weightings are as follows. Priority 1 (High) - Weighting (3) Priority 2 (Medium) - Weighting (2) Priority 3 (Low) - Weighting (1)	29%	

2025-28 Growth, Planning & Climate Section 4: Strategic Level Outcomes Overall Progress							
Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28	Section 4 Strategic Level Outcomes			31-Mar-2028	PRIORITY 1 WEIGHTING 3 The overall progress of Strategic Outcomes is determined by the Seven Actions below (EGD25-28 Strat 4.1 - EGD25-28 Strat 4.7) In addition, 15 Milestones measure progress over the 3-years duration of the plan: Year 1 1. Progress the Moray Growth Deal - 7 of the 8 MGD Projects in delivery by Mar 2026 (EGD25-28 Strat 4.1) (Complete) 2. Community benefits portal by Mar 2026 (EGD25-28 Strat 4.2) (Complete) Year 2 1. Progress Moray Growth Deal - A paper to Council regarding next steps with Grant Lodge and a decision on whether it can move to delivery by Mar 2027 (EGD25-28 Strat 4.1) (Outstanding) 2. Progress Moray Growth Deal - Design activity relating to a second STEM Hub in the east of the region by Mar 2027 (EGD25-28 Strat 4.1) (Outstanding) 3. Update Community Wealth Building Action Plan by June 2026 (EGD25-28 Strat 4.2) (Outstanding) 4. Planning guidance finalised by Mar 2027 (EGD25-28 Strat 4.2) (Outstanding) 5. Produce Moray Pathways Workforce North Roadmap by Dec 2026 (EGD Strat 4.3) (Outstanding) 6. Produce policy guidance on school aged childcare provision by Dec 2026 (EGD Strat 4.4) (Outstanding) 7. Two pilot projects within schools into delivery by Dec 2026 (EGD 25-28 4.4) (Outstanding) 8. Engagement on proposals to progress an Area Wide Climate Change Strategy by Oct 2026 (EGD25-28 4.7) (Outstanding) 9. Report to Committee/Community Planning Board on Area Wide Climate Change Strategy by Dec 2026 (EGD25-28 4.7) (Outstanding) Year 3 1. Progress Moray Growth Deal - Eighth MGD project (skills and innovation) to have entered delivery by Mar 2028 (EGD25-28 Strat 4.1) (Outstanding) 2 Progress Moray Growth Deal - Business Enterprise Hub Facility to open by Mar 2028 (EGD25-28 Strat 4.1) (Outstanding) 3. Progress Moray Growth Deal - Elgin Town Hall to reopen by Mar 2028 (EGD25-28 Strat 4.1) (Outstanding) 4 Progress Moray Growth Deal - Bus Revolution Phase 3 to commence by Mar 2028 (EGD25-28 Strat 4.1) (Outstanding)	27%	

2025-28 Growth, Planning & Climate Section 5: Service Level Outcomes Overall Progress							
Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28	Section 5 Service Level Outcomes			31-Dec-2028	PRIORITY 1 and 2 WEIGHTING 3 and 2 Progress of the Service Level element over the remaining time of the plan is measured by actions and milestones. Actions and Milestones have completion dates at various stages over the next two years. Progress will not be uniformed.	32%	

Section 4: Strategic Outcomes 2. (L) Developing a diverse, inclusive & sustainable economy. (CP) Building Stronger Greener Vibrant Economy							
Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28 Strat 4.1	Progress Moray Growth Deal (MGD) and bring remaining projects into delivery.	1	Year 2 & 3 milestones amended from that included in the Service Plan Year 2 refresh. Year 2: (to March 2027): - A paper to Council regarding next steps with Grant Lodge and a decision on whether it can move into delivery. - Design activity relating to a second STEM Hub in the east of the region. Year 3 (to March 2028): - Eighth MGD project (skills and innovation) to have entered delivery. - Business Enterprise Hub facility to open. - Elgin Town Hall to reopen. - Bus revolution phase 3 to commence.	31-Mar-2028	To reflect build times and to provide a clearer picture of progress, agreed milestones for years 2 and 3 of the Plan have been amended. During quarter 1, Governance approvals have been secured for a skills strategic outline case (MGD Programme Board, UHI-Moray College Board and Moray Council). Work has commenced on the outline business case which is provisionally expected to be available during Q4. Construction activity focuses on South Street (Elgin) and Elgin Town Hall, both of which are now underway and scheduled to complete during 2027/28 FY. Planning work for future phases of activity (Bus Revolution and EY STEM) are underway, with the MGD Programme Board having approved that the east hub should be the next focus, opening in 2027/28.	35%	
EGD25-28 Strat 4.2	Review delivery of the Community Wealth Building Strategy through the planning system and update the Action Plan	1	Ensure wealth stays within the hands of local communities Milestones Year 2: Update the Action Plan - June 2026 Produce planning guidance on delivery of community wealth building - March 2027 PI(s): - (SLAED) Average gross weekly earnings (full-time employees) - (SLAED) Proportion of people earning less than the living wage	31-Mar-2027	A briefing was held for councillors on the 10th of August on the implications of the CWB Act 2026 for Moray Council. This raised awareness of CWB as well as the steps that need to be taken to meet the requirements of the Act. Following on from this, a report on CWB will be submitted to full council on the 30th of September. This report will set out in greater detail how the council can prepare for the legislative requirements. To improve the coordination of CWB, a short life member/officer working group has been proposed.	35%	

EGD25-28 Strat 4.3	Improve access to fair work, employment and training opportunities by delivering a joined-up Skills Planning approach	1	Refine our Skills Planning approach to improve the response of education and training services to meet the needs of local businesses Produce Moray Pathways Workforce North Roadmap - December 2026 Improvement in Pls - March 2027	31-Mar-2027	The Moray Pathways Workforce North Event took place in December 2025 with 100 attendees and a total of 50 local employers from the energy sector, training providers and key stakeholders from the public sector. The event provided information on what is working well and where the gaps are, along with potential solutions. The Local Employability Partnership have applied for onshore skills funding to invest in the Sector Based Work Academy Programme (SWAP). A draft roadmap is nearing completion with measurable outputs available in the coming year. This action will continue as part of the Service Plan Year 2 refresh in 2026/27.	50%	
EGD25-28 Strat 4.4	Enable more parents to work by increasing availability of affordable School Aged childcare provision	1	Minimise barriers to people working such as school aged childcare provision with initiatives and policy guidance being prepared Produce policy guidance on school aged childcare provision - December 2026 Two pilot projects within schools into delivery - December 2026 Improvement in Pls - March 2027	31-Mar-2027	Recent marketing of the support available from Moray Pathways through the Parents in Poverty project has proved successful with an increase in referrals. Six School Aged Childcare (SAC) provision streams are in development while the closure of another was prevented. A draft policy to use school buildings for SAC has been created and is currently in the Committee process. Funding has also been received to progress utilising transport to support Childcare. This work originally focusing on Duffus, will now move to the Speyside area. Elgin City Football Club have been awarded SFA Extra Time funding to provide after school activities, this currently involves three schools with the Club now working with the SAC Project officer to expand this into 12 schools in total. To support the promotion of careers within the childcare sector, a two-week taster course 'Step into Childcare' is scheduled to take place again in 2026. This course aims to help develop the local workforce by introducing the childcare roles and training opportunities available. In 2025, 12 individuals successfully participated in the programme delivered by UHI Moray. This year's course is planned to commence in June. Work to enable more parents into work will continue as part of the Service Plan Year 2 refresh in 2026/27.	50%	
EGD25-28 Strat 4.5	Delivery of the Levelling up Fund elements of the Elgin City Masterplan	1	Elgin City Centre is a prosperous, attractive and healthy place Evaluation undertaken by March 2028 (one year extension from March 2027 granted by the UK Gov) PI(s): - (SLAED) Town Vacancy Rates - No of empty properties and vacant/derelict sites in the city centre No of additional residential properties in the Elgin city centre	31-Mar-2028	Update reports agreed by Council in August 2025 and February 2026, which made a number of changes to the programme. A planning application has been submitted in December 2025 for the new Creative Arts Centre in the former Gordon Arms Hotel with title transferring to the Council on March 12th. Design work for surface water management scheme at the Sawmill and Auction Mart site is being progressed. Works at Cooper Park to the pond and toilet block should start in April 2026.	40%	
EGD25-28 Strat 4.6	Delivery of the Town Centre Improvement Plan and Annual Report	1	Moray will have a sustainable and inclusive economy which generates improved opportunities for everyone, including more skilled and higher paid jobs.	31-Mar-2028	Staff resourcing has focused on the Local Development Plan and accessing the external funding required to deliver the various projects. Design works have progressed for projects in Dufftown and Forres with public realm work progressing in Buckie. A review of all TCIP actions is complete. The grant scheme using external funding has proved successful. Delivery of follow-on actions is dependent upon securing additional funding. An annual report has been drafted and will be presented to Planning and Regulatory Services Committee during quarter 2 2026/27.	20%	

EGD25-28 Strat 4.7	Progress an Area Wide Climate Change Strategy with Moray CAN		The council adapts to the changing climate and acts sustainably. The strategy will guide climate action and nature recovery in the region ensuring the plan reflects the real needs and ambitions of Moray's communities. Engagement on proposals - October 2026 Report to Committee/Community Planning Board - December 2026	31-Dec-2026	Draft version of the document being created by contractor via Moray CAN. The draft version to be presented to Moray CAN conference in 24 September	50%	
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Section 5: Service Level Outcomes

1. Economic Growth & Regeneration

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28 Serv 5.1	Economic Growth & Regeneration			31-Dec-2028	The progress of this Theme during the remainder of the plan will be determined by Five Actions (EGD25-28 Serv 5.1.1 - EGD25-28 Serv 5.1.5). <i>Weightings are applied to Actions according to Priority Rating (Priority 1 - Weighting 3, Priority 2 - Weighting 2 & Priority 3 - Weighting 1)</i> In addition, 15 Milestones will measure progress: MILESTONES Year 1: 1. Elgin Town Board Plan by October 2025 (EGD25-28 Serv 5.1.1) (Complete) 2. Shopfront Appraisal by December 2025 (EGD25-28 Serv 5.1.2) (Complete) Year 2 1. Governance arrangements by April 2026 (EGD25-28 Serv 5.1.3) (Complete) 2. Vacant Property study complete by December 2026 (amended from June 2026) (EGD25-28 Serv 5.1.1) (Outstanding) 3. 20 Museum open days July-Aug 2026 (EGD25-28 Serv 5.1.3) (Outstanding) 4. Report to council on Regeneration Plan for Pride in Place Programme by Sept 2026 (EGD 25-28 Serv 5.1.4) (Outstanding) 5. Forres Museum Business Plan prepared by February 2027 (EGD25-28 Serv 5.1.3) (Outstanding) 6. Forres Museum Fundraising successful by Mar 2027 (EGD25-28 Serv 5.1.3) (Outstanding) 7. Develop options for transition to a community model for Pride in Place Programme by Mar 2027 (EGD25-28 Serv 5.1.4) (Outstanding) Year 3 1. Stage 1 outline proposal by June 2027 (EGD25-28 Serv 5.1.2) (Outstanding) 2. Public realm improvements by Sept 2027 (EGD25-28 Serv 5.1.1) (Outstanding) 3. Interpretation complete by Sept 2027 (EGD25-28 Serv 5.1.1) (Outstanding) 4. Stage 2 12-week consultation by Nov 2027 (EGD25-28 Serv 5.1.2) (Outstanding) 5. 2 Priority Projects by Dec 2027 (EGD25-28 Serv 5.1.1) (Outstanding) Extending beyond 3-year Plan - Building Health Check by Dec 2028 (EGD25-28 Serv 5.1.1) (Outstanding)	20%	

EGD25-28 Serv 5.1.1	Delivery of the 5-year Forres Conservation & Heritage Scheme	1	Forres Town Centre is revitalised Milestones(s): - Shopfront Appraisal complete - Dec 2025 (Complete -Year 1) - Vacant Property study - Dec 2026 (amended from June 2026) - Public realm improvements complete - Sept 2027 - Interpretation complete - Sept 2027 - 2 Priority Projects complete - Dec 2027 - Building Health Check complete - Dec 2028	31-Dec-2028	Following the shopfront appraisal and surveys undertaken by LDN architects on 10 historic shopfronts, grant applications are due to launch in August 2026. These grants will cover up to 70% of the cost of eligible works identified in the survey. Due to the volume of other procurement activity and timetabling of work, the Vacant Property Study originally expected to complete by June 2026 is now planned for Q3. With public consultation activities complete, Phase 1 of the public realm improvement works will focus on the refurbishment of railings at the entrance to the Needle and Mosset Green and the installation of friendly benches in both green spaces. The pre-application process is complete with work confirmed as permitted development. Specifications and costings are being finalised with work due to start in September. Phase 2 will be confirmed in due course. The draft design plan (including branding and narrative) created by Icecream Architecture with feedback currently being refined. The updated design will be presented at the Forres Tolbooth Culture Day (26 September). Procurement for the manufacture and installation stage is now planned for Q3 following final approval of the design plan. Guidance from HES for grants over £50,000 has now been received therefore progress with the Priority Buildings grant scheme can now resume. The Building Health Check process has received a high level of interest with 49 buildings within the conservation area noting an interest in the scheme. Scoring of each building took place during quarter 1, creating a shortlist of 21 buildings (16 have been confirmed with 5 seeking approval from joint owners). Procurement for a contractor to undertake surveys is now in the final stages with the successful bidder due to be appointed by late August and surveys commencing in September.	30%	
EGD25-28 Serv 5.1.2	Stage 1 & 2 Development of Moray Visitor Levy	1	If approved, develop the Moray economy, encourage sustainable tourism, support related infrastructure investment and enhance visitor experience. Timeline option of milestones approved at Full Council on 30 June 2026 Milestones Option 2 - Stage 1 to develop outline proposal by June 2027 - Stage 2 to consult for a period of 12 weeks by November 2027	30-Nov-2027	Following approval at ED&I on 10 March, a public consultation on the draft Tourism Strategy took place between late March and late April. Amendments arising from this will be incorporated into the final strategy and a report presented to ED&I once ready. For the visitor levy, the first consultation aimed at accommodation providers received 81 responses, with the majority stating they were against the introduction of a levy. A second questionnaire which will be open to all, is currently being drafted and will be reviewed by Business Gateway and the Federation of Small Businesses (FSB) prior to publication. Work on forecasting is progressing slowly. The timeline linked to achieving this action is currently under further review to ensure sufficient time is allocated to the pre-consultation stage and for council to consider the draft scheme proposal that is to be developed.	20%	

EGD25-28 Serv 5.1.3	New operating model for Forres Museum	1	Development of a community managed sustainable museum service in Forres. Milestones(s) - Governance arrangements in place - April 2026 - 20 Museum open days - July-Aug 2026 - Business Plan prepared - February 2027 - Fundraising activity successful - March 2027	31-Mar-2027	Governance arrangements are now complete with registration of the Falconer Museum SCIO with OSCR. However, the constitution needs to be updated to enable the group to lease the museum. Work on the licence to occupy and the SLA is ongoing with legal and property. Professional freelance support has been agreed and will commence next quarter. Plans for the group to participate in Doors Open Day and Culture Day in September are being finalised. CSU continue to support and High Life Highland has provided volunteer training.	32%	
EGD25-28 Serv 5.1.4	Delivery of the Pride in Place Programme	1	To raise awareness of the Regeneration Plan with report to council - September 2026 Develop options for transition to a community model - March 2027	31-Mar-2027		0%	
EGD25-28 Serv 5.1.5	Review the delivery of Business Gateway	2	Strengthening the connections between organisations and the business continuity. Prepare a Business Gateway Action Plan with key recommendations to identify new opportunities for supporting the business community,	31-Dec-2026	During quarter 1, initial work to progress this action has included discussions around the introduction of a 'mobile' Business Gateway presence in local communities utilising space within local libraries each week. Development of this proposal will continue in quarter 2. A review of Business Gateway workshops and events is also planned with a focus on creating a rolling programme and improving communication and the available support.	20%	

Section 5: Service Level Outcomes 2. Legislative & Regulatory							
Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28 Serv 5.2	Legislative/ Regulatory			31-Dec-2027	The progress of this Theme is determined by the Five Actions (EGD25-28 Serv 5.2.1 - EGD25-28 Serv 5.2.5) <i>Weightings are applied to Actions according to Priority Rating (Priority 1 - Weighting 3, Priority 2 - Weighting 2 & Priority 3 - Weighting 1) In addition 2 Milestone will measure progress:</i> MILESTONES Year 1: 1. Initial consultation for NPIF by Nov 2025 (EGD25-28 Serv 5.2.2) (Complete) Year 2 1. Review processes for registered food businesses to ensure accurate and consistent data recording by Mar 2027 (EGD25-28 Serv 5.2.3) (Outstanding)	43%	
EGD25-28 Serv 5.2.1	Preparation of Moray Local Development Plan (LDP)	1	Proposed LDP to deliver homes, employment, prosperity, town centre regeneration, active travel, healthy living, infrastructure, carbon reduction, climate	30-Nov-2026	Work has progressed with the development of policies and settlement statements. Ward level briefings and a workshop on draft policies was held early 2026 with a proposed plan expected to be reported to council in September 2026.	75%	

			adaptation and biodiversity enhancement. In accordance with updated Development Plan Scheme Report Proposed Plan to Council (NB - Revised delivery scheme and timeline to be considered at P&R September 2026)				
EGD25-28 Serv 5.2.2	Deliver improvement plan and outcomes following the peer review process for the Planning Improvement Framework	2	Improved planning processes and service delivery.	30-Apr-2027	Validation guidance has been updated, and a committee report is currently being prepared for next P&R committee.	30%	
EGD25-28 Serv 5.2.3	Produce one overarching Community Protection team plan	1	Having an efficient and focused service delivering on key statutory requirements with improved response times for EH performance indicators. Milestone: Review processes for registered food businesses to ensure accurate and consistent data recording by March 2027	31-Mar-2027	The action to develop an Environmental Health Plan (originally carried over from year 1 of the Service Plan at 80% complete) has been expanded. A team plan covering the whole Community Protection Service will now be developed alongside a review of all food business processes and procedures. As a result, planned work is now reported at 40% complete. Due to capacity issues, the due date for this action has also been extended from August 2026 to March 2027.	40%	
EGD25-28 Serv 5.2.4	Review Dangerous Building call out process inc delivery out of hours	1	Having a sufficient and appropriately reactive service to keep our communities safe through a final review and updated process by December 2026.	31-Dec-2026	A national survey on how this can be achieved has been carried out with other authorities. The team has now started the process to review procedures and consider different options for delivery in Moray.	20%	
EGD25-28 Serv 5.2.5	Preparation of Regional Plan to maximise socio-economic benefit associated with energy developments	1	Regional Plan draft to be reported to Council	31-Dec-2026	Following a report to Full Council on 25th February 2026, funding for a background study to inform the development of a Regional Socio-Economic Plan was agreed. Approval was also given for a dedicated staff resource to support project delivery for an initial 12 month period. Initial consultation with the renewables sector has taken place however further extensive engagement is required to help inform and consult on the draft Regional Socio-Economic Benefit Plan. Once in place, this Plan will form the basis for negotiations with developers for renewable energy developments, grid infrastructure and storage.	50%	

Section 5: Service Level Outcomes

3. Climate Change and Biodiversity Routemap to Net Zero

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28 Serv 5.3	Climate Change and Biodiversity Routemap to Net Zero			31-May-2028	The progress of this Theme during the remainder of the plan will be determined by Three Actions below (EGD25-28 Serv 5.3.1 - EGD25-28 Serv 5.3.3) <i>Weightings are applied to Actions according to Priority Rating (Priority 1 - Weighting 3, Priority 2 - Weighting 2 & Priority 3 - Weighting 1). In addition, 3 Milestones measure progress.</i> MILESTONES 1. Approve final Biodiversity Strategy - May 2026 (Complete) 2. Approve Climate Change Strategy - June 2026 (Complete) 3. Updated Routemap - March 2027 (Outstanding)	39%	
EGD25-28 Serv 5.3.1	Update Climate Change Strategy	1	Milestones: Year 2 Approved final Biodiversity Strategy - May 2026 Approved final Climate Change Strategy - June 2026 Updated Routemap - March 2027	31-Mar-2027	The first two milestone of this action have been achieved with the Biodiversity Strategy approved at Full Council on 6th May 2026 and the Climate Change Strategy approved at Full Council on 30th June 2026.	66%	
EGD25-28 Serv 5.3.2	Progress a series of engagement activities on climate and environmental issues with officers including event days.	1	Two engagement events each quarter	31-Mar-2027	During quarter 1, a Bioblitz event was held in Elgin Oakwoods. There have also been two lunch and Learn teams meetings held with covering the topics of coastal volunteering and school grounds projects. A Viva Engage page has also been created to help ensure regular updates are circulated effectively to staff.	25%	
EGD25-28 Serv 5.3.3	Develop proposals for Just Transition bids in 2026/27 and prepare for future years	1	Supports SME led net zero innovation, demonstrates replicable rural decarbonisation models, embeds community co-design and strengthens employment, youth retention and skills pathway. Milestones: Prepare and submit Just Transition Bid with phasing plan for 2026/27 - May 2026 Prepare and submit Just Transition Bid for future years - May 2027 and May 2028	31-May-2028		0%	

Section 5: Service Level Outcomes 4. Workforce Planning							
Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28 Serv 5.4	Workforce Planning			31-Dec-2026		42%	
EGD25-28 Serv 5.4.1	Prepare succession plan for the service	1	The service is resilient and able to maintain delivery. A plan is in place to ensure service resilience and continuity.	31-Dec-2026	Three service manager posts have recently been successfully backfilled with internal candidates. Recruitment for two further principal posts is ongoing. Once all vacancies are filled, succession planning objectives will be revised.	60%	
EGD25-28 Serv 5.4.2	Implement agreed areas for improvement following the PSIF review	1	To ensure the service has an inclusion workforce and delivers service improvements through implementation of agreed recommendations in the action plan.	31-Dec-2026	The PSIF Report and Improvement Plan, covering four areas for improvement was circulated to all relevant staff in May. Improving awareness of the Service Planning process and Pls is underway, with the revised Plan shared with all staff by the agreed deadline. A process to ensure this information continues to be cascaded below third tier management level is to be confirmed. Work is ongoing with the next actions due by December 2026; a review of community engagement and consideration for the introduction of key contact/duty officer for investment and regeneration queries.	30%	

Section 5: Service Level Outcomes 5. Health and Wellbeing (Staff)							
Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-28 Serv 5.5	Ensure the Health and Work Policy and Procedures, providing a supportive and comprehensive framework to manage health and wellbeing and any absence that occurs are applied by managers	2	Improved attendance at work and manage sickness absence through additional targeted support to assist in maximising attendance thus reducing costs and improve practice and adherence to policy. Pls - Average Days Lost (Service) (non-teacher) - % of Days Lost (Service) (non-teacher)	31-Mar-2027	Revised operational procedures are in place and followed by all service managers with input from HR when required. To ensure more accurate reporting, absence data supplied by HR has been reviewed. During quarter 1, absence within Growth, Planning & Climate, has increased slightly with an average of 1.41 days lost per FTE and 2.5% of all available days lost, however no significant issues have been reported, and absence remains significantly below that recorded corporately (4.15 average days lost per FTE/7.43%) and for Economy, Enterprise & Operations as a whole (3.62 average days lost per FTE/6.42%).	25%	