

2026-27 Quarter to June 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	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	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)	36	137	114	43	47	13	17	37	43			
HROD007	Local	Working days lost due to industrial injury/accidents	32	201	82	68	54	27	1	71	68	One ongoing absence case is inflating the figures.		
HROD024	MI	Working days lost due to workplace injuries or illness per 1,000 FTEs	Data Only		8.89	12.86	14.58	7.29	0.27	13.43	12.86			

Operational Indicators
3. Human Resources

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
HROD004	Local	Human Resources - Employee Engagement Index Score	Data Only	N/A	59.25%	N/A	Not measured for Quarters				Not measured for Quarters		↑	

Operational Indicators
4. Organisational Development

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
HROD23	MI	% of employees completing required training (e.g., safeguarding, GDPR, health and safety) within designated timeframes.	Data Only		82%	81%			79%	85%	81%		↓	

Operational Indicators
5. Payroll

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
FS111	Local	Payroll: Accuracy - Number	99.5%	99.94%	99.94%	N/A	99.9%	99.95%	99.97%	99.94%	99.95		↑	
FS112	Local	Payroll: Accuracy - Value	99.85%	99.99%	99.99%	N/A	99.99%	100%	100%	99.99%	100%		↓	