

Appendix 3

'Report later' measures

– update of Housing and Technical Resource Plan 2018-19 Quarter 4 Progress Report

Measure	Comments at Quarter 4 2018-19	Updated status at Quarter 2 2019-20	Updated comments
100% coverage of Personal Appraisals (PAs) of employees in scope (ADM)	Information not yet available for reporting	Report later	Information not yet available for reporting

(Data/Information correct as at 4 October 2019)

Delivering the Plan and achieving Best Value

Improve the skills, flexibility and capacity of the workforce

Action	Measures	Comments/Progress	Status	----- This Year -----		----- Last 3 Years -----		
				Target	To Date	2016/17	2017/18	2018/19
Ensure our commitment to employees through the development and implementation of personnel policies and employee learning and development (L&D) opportunities	Absence rate will be contained at 3.9% or less (Resource)	Percentage absence is currently above the annual target, although is below the absence level both at the same period last year at year end. The resource continues to closely monitor absence and apply the maximising Attendance Policy, adopting Council available supports to expedite return to work.	Red	3.9%	4.8%	4.95%	4.92%	5.07%