Appendix 1: Resource Plan 2008/09: Quarter 2 Progress Report

Council Objective: Develop services for older people (Council priority)

Support individuals and communities to improve their health (Resource

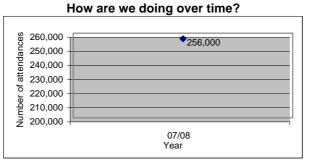
Resource Objective: priority)

Overall for this objective we:

- ~ have already achieved 1 (50%) measures
- ~ are on course to achieve 1 (50%) measures
- ~ are not on course to achieve 0 (0%) measures

The numbers of 60+ using South Lanarkshire Leisure facilities

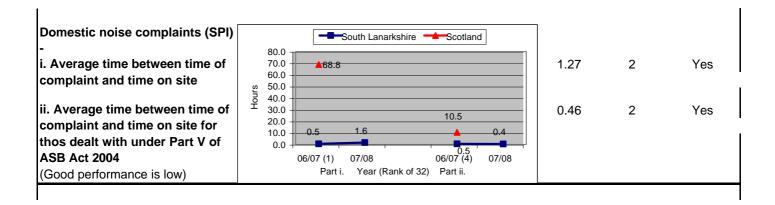
(Good performance is high)



Year to	Target	On course
date	08/09	to achieve?
142,004	>256,000	Yes

Action	Measure	Progress	Resp
	Increase the numbers of 60+		
Actively promote the 'activage'	registered with 'activage'		Gerry
scheme in leisure facilities across	scheme from the 11,900	Achieved - currently have 13,630 registerd	Campbell
South Lanarkshire	registered in 2007/08	with scheme	GMLT

Council Objective: Improve quality of physical environment (Council priority) Improve cleanliness of streets, parks and other public areas (Resource **Resource Objective:** priority) Overall for this objective we: ~ have already achieved 0 (0%) measures ~ are on course to achieve 6 (86%) measures ~ are not on course to achieve 1 (14%) measures **Target** On course How are we doing over time and against other Year to date 08/09 to achieve? councils? Street cleanliness score 75 68 Yes South Lanarkshire Scotland (LEAMS) (Council plan indicator, august 76 SPI) 74 72 (Good performance is high) 70 68 05/06 (6) 06/07 (5) Year (Rank of 32) 07/08 73 67 Yes **Land Audit Management System** 72 (LAMS) score 70 68 66 64 (Good performance is high) 62 07/08 05/06 06/07 Year 4,633 The number of incidents of fly-2,134 Yes \$5,250 5,000 5,000 4,750 tipping, dog fouling and graffiti 5 147 5,039 4,500 (Good performance is low) 4,250 4,000 06/07 07/08 Year Reported incidents of 778 1,911 Yes 2,400 environmental nuisance Reported incidents 2,300 2,314 2,200 (Good performance is low) 2,100 2,123 2,000 06/07 07/08 Year The percentage of abandoned South Lanarkshire Scotland vehicles removed within 14 days 90% (SPI) removed on time 90% 68% No 80% 70% (Good performance is high) 60% % 50% 06/07(9) 07/08 Year (Rank out of 14 mixed urban/rural councils)

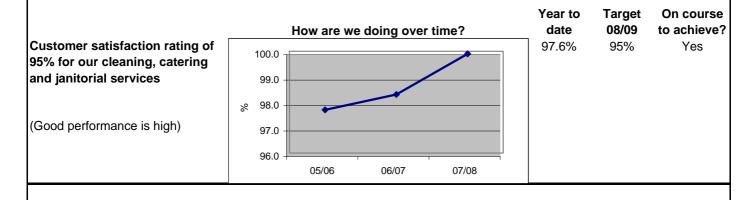


Council Objective: Raise educational attainment for all

Support the implementation of the Council's schools modernisation programme in primary and secondary schools by providing effective

Resource Objective: cleaning, catering and janitorial services

- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 1 (100%) measures
- ~ are not on course to achieve 0 (0%) measures



Council Objective: Improve community safety

Coordinate South Lanarkshire Community Safety Partnership to promote

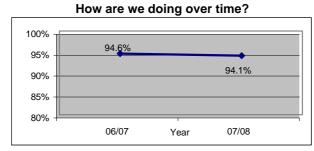
Resource Objective: community safety

Overall for this objective we:

- ~ have already achieved 2 (40%) measures
- ~ are on course to achieve 3 (60%) measures
- ~ are not on course to achieve 0 (0%) measures

Percentage of older people participating in Safe as Houses stating that they feel more safe and secure in their home

(Good performance is high)



Year to Target On course date 08/09 to achieve? 100.0% 95% Yes

75%

75%

Yes

Yes

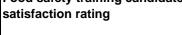
Percentage of older people expressing Be Smart Be Safe events as being - i. informative ii. Valuable (Council plan indicator)

(Good performance is high)

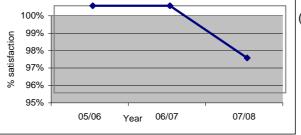
		i.	Informa	tive	ii. valuable	i. 84%
-	90% 85% 80% 75% 70%	-			>	ii. 76%
	65% 🕌	05/06	Year	06/07	07/08	

Action	Measure	Progress	Resp
We will undertake the financial management and monitoring of Scottish Government (SG) on behalf of the Community Safety Partnership		Achieved. Reports relating to the Award Programme, Local Action Fund and Town Centre Festive Initiative undertaken on schedule.	Robert Howe HoESS
We will continue to coordinate / provide a partnership based experiential learning programme to all P7 children to promote personal safety / awareness	Achieve 95% of primary seven pupils (approximately 4,000) participation in the 'Crucial Crew' experiential safety learning programme each year.	Achieved. Crucial Crew event ran during September with 3,476 (97%) of primary seven pupils attending.	Robert Howe HoESS

Deliver effective food safety monitoring, investigation, enforcement, advice **Resource Objective:** and training services Overall for this objective we: ~ have already achieved 0 (0%) measures ~ are on course to achieve 7 (100%) measures ~ are not on course to achieve 0 (0%) measures Year to Target On course How are we doing over time and against other 08/09 to achieve? councils? date 6 month inspections Food safety inspections carried South Lanarkshire 100% out on time (SPI)time 98% Yes i. Approved premises 95.5% 96% inspections on 95% ii. 6 month 100% Yes 100.0% 93% iii. 12 month 96% Yes 100.0% 90% iv. Over 12 months 99.7% 85% Yes 88% % (Good performance is high) The 85% (To end August) 06/07 (1) Year (Rank of 32) highest risk category (6 month) is 05/06 (1) 07/08 shown in the graph opposite 200 The incidence of notified food number of incidents borne infection 150 0 181 Yes (To end August) 50 (Good performance is low) 0 05/06 Year^{06/07} 07/08 The number of food safety 45 training courses provided 30 Yes 13 courses 40 (To end August) 35 (Good performance is high) Number of 30 25 20 05/06 06/07 07/08 Year 99% 98% Yes Food safety training candidate 100% (To end August) satisfaction rating 99%



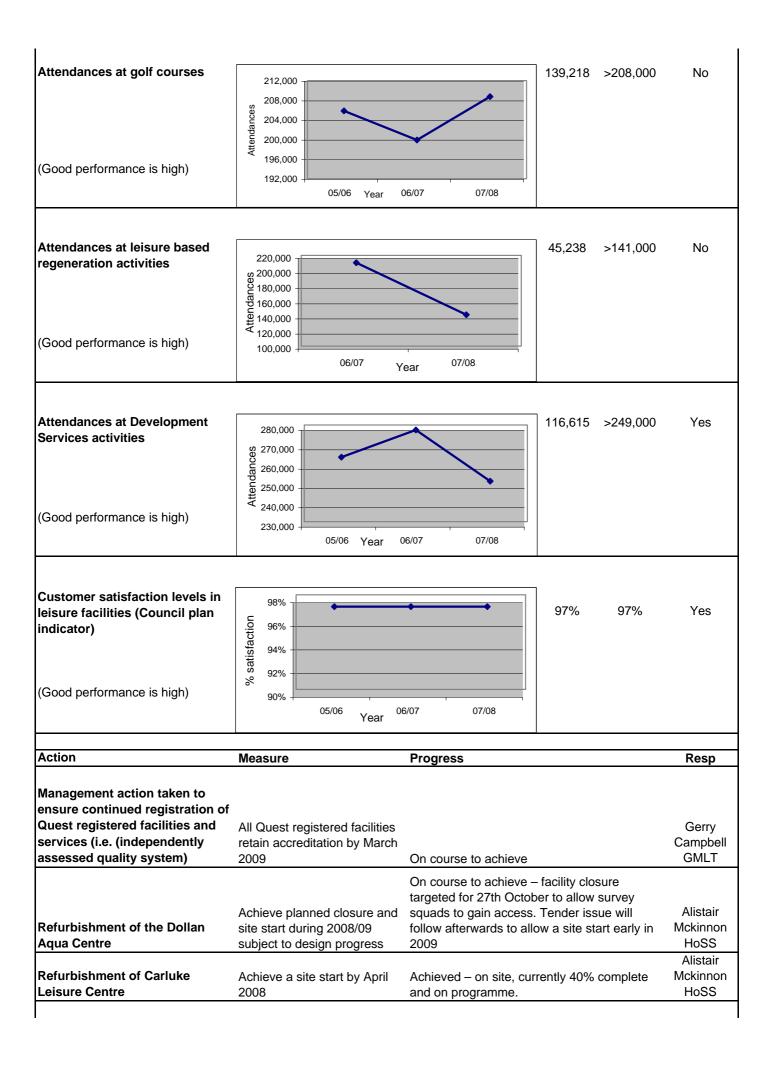
(Good performance is high)



To protect vulnerable groups from the consequences of unsafe goods and **Resource Objective:** services Overall for this objective we: ~ have already achieved 0 (0%) measures ~ are on course to achieve 3 (100%) measures ~ are not on course to achieve 0 (0%) measures Year to Target On course How are we doing over time and against other date 08/09 to achieve? councils? 65% Yes 75% South Lanarkshire Scotland Consumer complaints completed 8 76% within 14 days (SPI) Completed in 12% 68% 64% 60% (Good performance is high) 06/07 (15) Year (Rank of 32) 05/06 (23) 07/08 Consumer redress 456,367 500,000 Yes 1,100,000 1,000,000 Redress (£) 900,000 800,000 (Good performance is high) 700,000 600,000 05/06 Year 06/07 07/08

Action	Measure	Progress	Resp
To undertake legislative and educational activities aimed at protecting consumers	Carry out 50 test purchase exercises by March 2009	On course to achieve - test purchasing exercises on age restricted products will commence in the month of October with fireworks as a seasonal exercise. Test purchasing will be increased as a range of new volunteers are trained.	Robert Howe HoESS

Council Objective: Improve health and increase physical activity Improve the quality and number of opportunities for individuals to develop a **Resource Objective:** healthy and active lifestyle Overall for this objective we: ~ have already achieved 1 (9%) measures ~ are on course to achieve 7 (64%) measures ~ are not on course to achieve 3 (27%) measures How are we doing over time and against other Year to **Target** On course councils? date 08/09 to achieve? Attendances at leisure facilities 3,700,000 (Council plan) 1,930,026 3,645,000 Yes 3,600,000 3,500,000 3,400,000 3,300,000 3,200,000 3,100,000 (Good performance is high) 3,000,000 05/06 06/07 07/08 Attendances at swimming pools 2,310 >4,631 No Scotland South Lanarkshire per 1,000 population (SPI) 5,000 (SPI) per 1,000 population 4,500 4,000 3,500 3,000 (Good performance is high) 2,500 07/08 05/06 (8) 06/07 (5) Year (Rank of 32) Attendances at other indoor 2,060 >4,239 Yes South Lanarkshire Scotland facilities per 1,000 population 4,500 (SPI) per 1,000 population 4,250 4,000 3,750 3,500 (Good performance is high) 3,250 3,000 05/06 (21) 06/07 (17) Year (Rank of 32) 07/08 Attendances at outdoor 444,637 >646,000 Yes 680,000 recreation facilities 670,000 660,000 650,000 640,000 (Good performance is high) 630.000 07/08 05/06 06/07 Year



Resource Objective:

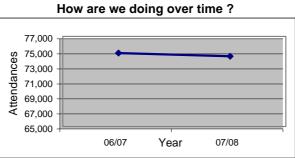
Improve facilities for swimming in Lanark and surrounding areas

Overall for this objective we:

- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 1 (50%) measures
- ~ are not on course to achieve 1 (50%) measures

Lesiure centre attendance in the Lanark area (Council plan indicator)

(Good performance is high)



Year to date	Target 08/09	On course to achieve?
40,660	78,181	Yes

Action	Measure	Progress	Resp
	Achieve a site start in		
	conjunction with decant and		Alistair
Provide a new 25m swimming pool	demolition of the Dale Centre	Achieved – on site, 14% complete and on	Mckinnon
with modern fitness facilities	by May 2008	programme.	HoSS

Improve access to 'dry side' sports facilities in communities currently less

Resource objective:

well served

- ~ have already achieved 1 (50%) measures ~ are on course to achieve 0 (0%) measures
- ~ are not on course to achieve 1 (50%) measures

Action	Measure	Progress	Resp
Provide new 'dual use' sports facilities at one school by August 2008 and begin preparatory work on 4 others.	Provide new 'dual use' sports facilities at Uddingston Grammar by August 2008.	Not on course to achieve. School opening delayed and new date yet to be finalised (potentially after Christmas holidays). New dual use centre will open thereafter.	Alistair Mckinnon HoSS
Provide a new integrated sports facility for East Kilbride	Achieve site start on a new integarted sports facility for East Kilbride by April 2008 with completion September 2009	Achieved – on site, 44% complete and on programme.	Alistair Mckinnon HoSS

Promote responsible public access to the countryside in parks, around

Resource objective: towns and in our rural areas

- Overall for this objective we:

 have already achieved 0 (0%) measures

 are on course to achieve 0 (0%) measures

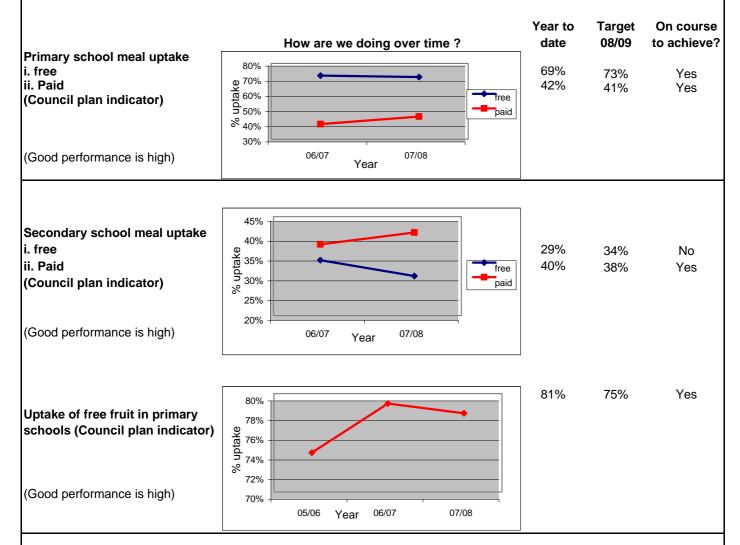
 are not on course to achieve 1 (100%) measures

Action	Measure	Progress	Resp
Develop proposals for and consult on a Core Path Plan fo South Lanarkshire, in line with the Land Reform (Scotland).	Complete and implement the	Not on course to achieve. Consultative draft completed including all maps. SEA screening phase and scoping report completed and now waiting on official response to the report from Gateway (SNH, SEPA and Historic Scotland). Formal consultation to commence on receipt of above. Environmental statement being prepared which will be included as an appendix to the plan.	Stephen Kelly HoFACS

Promote uptake and access to healthier eating across all South Lanarkshire schools

Resource objective:

- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 6 (86%) measures
- ~ are not on course to achieve 1 (14%) measures



Action	Measure	Progress	Resp
Roll out of cashless school meals system in line with school modernisation programme	Install cashless school meal system into 16 schools by March 2009	On course to achieve - target revise from 20 schools in line with adjustment to school modernisation programme. Installed in 10 schools so far.	Stephen Kelly HoFACS
Continue to promote healthier eating across South Lanarkshire schools in accordance with Hungry for Success principles	Live workshops using drama, craft, song, dance in every primary school to promote healthy eating by March 2009	On course to achieve. Initiative successfully presented to HMIE Best Practice seminar in September 2008. Major launch of promotion and new 'Go Fresh' DVD to Elected Members and Officers scheduled for 02 October 2008. Workshops will follow thereafter.	Stephen Kelly HoFACS

Council Objective:

Support Local Economy by Providing the Right Conditions for Growth, Improving Skills and Employability

Undertake advice, assistance and other regulatory activities which enables local businesses to comply with their legal obligations to trade fairly and safely in an increasingly complex market place.

Resource Objective:

success.

Overall for this objective we:

~ have already achieved 0 (0%) measures ~ are on course to achieve 5 (83%) measures ~ are not on course to achieve 1 (17%) measures How are we doing over time and against other Year to **Target** On course date 08/09 to achieve? councils? 450 Number of requests The number of business advice 400 208 422 requests (Council plan indicator) Yes 350 364 300 (Good performance is high) 299 250 200 05/06 07/08 The percentage of business South Lanarkshire Scotland advice requests completed 99% % completed in 14 within 14 days (SPI) 98% 96% 95% Yes 97% days 96% 95% 94% (Good performance is high) 93% 05/06 (14) Year (Rank of 32) 07/08 The percentage of planned South Lanarkshire Scotland trading inspections carried out E 100% on time (SPI) inspected 90% #190% #00% i. High risk 99% 100% Yes ii. Medium risk 99% 100% Yes The graph shows the categories % 70% combined 05/06 (1) 06/07 (8) 07/08 Year (Rank of 32) (Good performance is high) Action Progress Measure Resp Improve the competitiveness of

local business by increasing the numbers of business advice requests, seminars and educational activities for business.	Hold 4 seminars for business community each year	On course to achieve - 3 Seminars have been undertaken, (2 SLC licensing forums and 1 business group).	Robert Howe HoESS
Create additional business partnership with local enterprise which improves their customer relations and supports economic	Produce a Trusted Trader Scheme in collaboration with	Not on course to achieve - the project document has been drafted and submitted to the Office of Fair Trading for accreditation. Anticipated support funding from Communities Scotland has not materialised.	Robert Howe

local traders by July 2008.

Currently investigating other funding sources.

HoESS

Resource Objective:

Deliver an effective health and safety enforcement service

Overall for this objective we:

- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 4 (100%) measures
- ~ are not on course to achieve 0 (0%) measures

Year to **Target** On course 08/09 date to achieve? How are we doing over time? Workplace health and safety Medium High Low inspections 100% % inspected on time High risk Yes 95% 100% 95% Medium risk 90% 85.8% 95% Yes Low risk 85% 94.1% 90% Yes 80% 75% 07/08 05/06 06/07 Year (Good performance is high)

Action	Measure	Progress	Resp
Implement an effective workplace health and safety inspection programme	Reduce the number of working days lost from work related injury and ill health by 10% by March 2010 thereby improving productivity	Data will be collected nationally in 2010.	Robert Howe HoESS

Council Objective: Increase participation in arts and culture

Improve facilities for arts and cultural activities and develop a framework for cultural planning to identify and meet the cultural entitlements of South

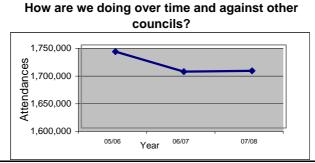
Resource Objective: Lanarkshire

Overall for this objective we:

- ~ have already achieved 4 (33%) measures
- ~ are on course to achieve 8 (67%) measures
- ~ are not on course to achieve 0 (0%) measures

Attendances at cultural venues, museums and country parks (Council plan indicator)

(Good performance is high)



Year to Target On course date 08/09 to achieve?

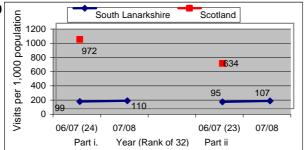
858,084 1,665,000 Yes

Museums visits/usages per 1,000 population (SPI)

i. Total attendances ii. Those in person

*note - the Scotland average does not include Glasgow City Council as their return skews the data.

(Good performance is high)



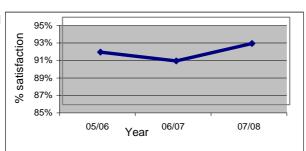
284 460 Yes 264 440 Yes (We are now able to include a

proportion of visitors to
Chatelherault Country Park and
Rutherglen Town Hall. The target
has been adjusted accordingly.)

Customer satisfaction at cultural venues and museums.

(Council plan indicator)

(Good performance is high)



93.4% 90%

Yes

Action	Measure	Progress	Resp
		Achieved. Strategy complete and formal meetings have taken place with all Community Planning partners and South Lanarkshire Council Directorates. Strategy to go to Community Resources Committee on	
Complete and implement a		11th November 2008 and external	Stephen
Cultural Strategy for South	Begin implementation of	consultation event to be held in February	Kelly
Lanarkshire	strategy by July 2008	2009	HoFACS
Mainatain a high level of customer satisfaction for our facilities and services	Achieve or exceed 60% of customers rating as 'excellent' or 'good' in each year	Achieved - 80.5% rating achieved for Arts and Museum services	Stephen Kelly HoFACS
Develop and implement an			Stephen
action plan to increase use of museums	Action plan implemented by May 2008	Achieved - action plan complete and implementation begun.	Kelly HoFACS
Complete a major refurbishment of Lanark Memorial Hall by December 2009	Continue design work to facilitate site start by October 2008	On course to achieve. Facility closure targeted for 31st October to allow survey squads to gain access. Tender issue will follow afterwards on the enabling works package.	Alistair McKinnon HoSS
Construct a new integrated community facility for Carluke by October by October 2009	Achieve a site start by June 2008	Achieved – on site and on programme	Alistair McKinnon HoSS
Further implementation of Patron Edge on-line ticketing	East Kilbride Village Theatre by March 2009	On course to achieve - The supplier is working on the upgraded software solution which will be delivered by end-December 2008 for user testing prior to go "live".	Stephen Kellv
project	Hamilton Town House by September 2009 Rutherglen Town Hall by September 2009	On course to achieve - The supplier is working on the upgraded software solution which will be delivered by end-December 2008 for user testing prior to go "live".	HoFACS

Council value: Tackling disadvantage and deprivation

Resource objective Deliver major capital projects to support local community regeneration

Overall for this objective we:

~ have already achieved 1 (25%) measures

- ~ are on course to achieve 1 (25%) measures
- ~ are not on course to achieve 2 (50%) measures

Action	Measure	Progress	Resp
Fernhill Integrated Community Facility (ICF)	Achieve site start by April 2009	Not on course to achieve. Regeneration Master Plan passed by Housing Committee in August 2008 – implementation meeting now held with Housing Services. Community Resources has commenced briefing the project – site start likely to be delayed.	
Fairhil ICF	Complete and commission building by June 2008	Achieved – facility opened on 30th June 2008	Alistair McKinnon HoSS
Stonehouse ICF	Achieve site start by April 2009	Not on course to achieve. Project commencement aligned to approval dates for the local planning enquiry. Brief issued to HTR and design underway	11000
The Fountain, Lesmahagow	Achieve a site start by March 2009	On course to achieve – design on going, on programme	

Council value:

Sustainable development

Resource objective

To improve effective use of our buildings and transport in order to reduce greenhouse gas emissions

Overall for this objective we:

- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 2 (100%) measures
- ~ are not on course to achieve 0 (0%) measures

Action	Measure	Progress	Resp
Finalise and implement a carbon management plan to reduce greenhouse gas emissions from	1.25% reduction in the Council's greenhouse gas emissions by March 2009 compared to 2005/06 baseline	On course to achieve - Carbon emissions reduced by 3.7% from 2005-06 to 2007-08	Robert Howe HoESS
council services (buildings, waste, transport etc)	Establish a baseline for the consumption of energy (all fuel types) per sq m of buildings. Annual consumption in MWhrs/m2	On course to achieve. Completion of this action requires input of data from H&T Resources to enable measure to be calculated. Approximate date for completion of this end of 2008.	Robert Howe HoESS

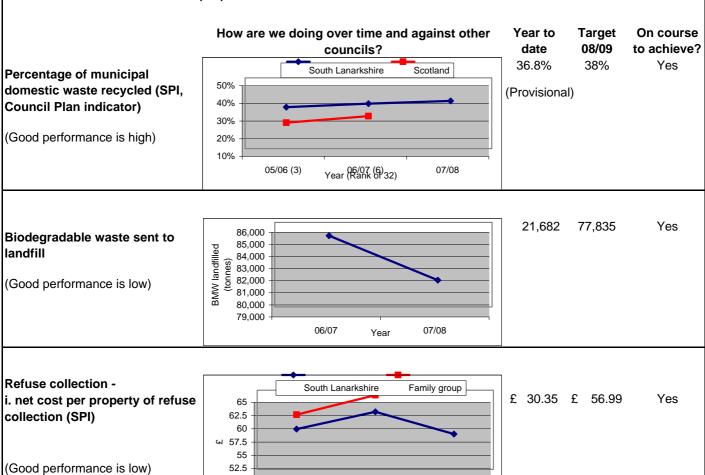
Resource objective

To ensure efficient use of material resources and to increase recycling of waste and develop more sustainable waste management

07/08

Overall for this objective we:

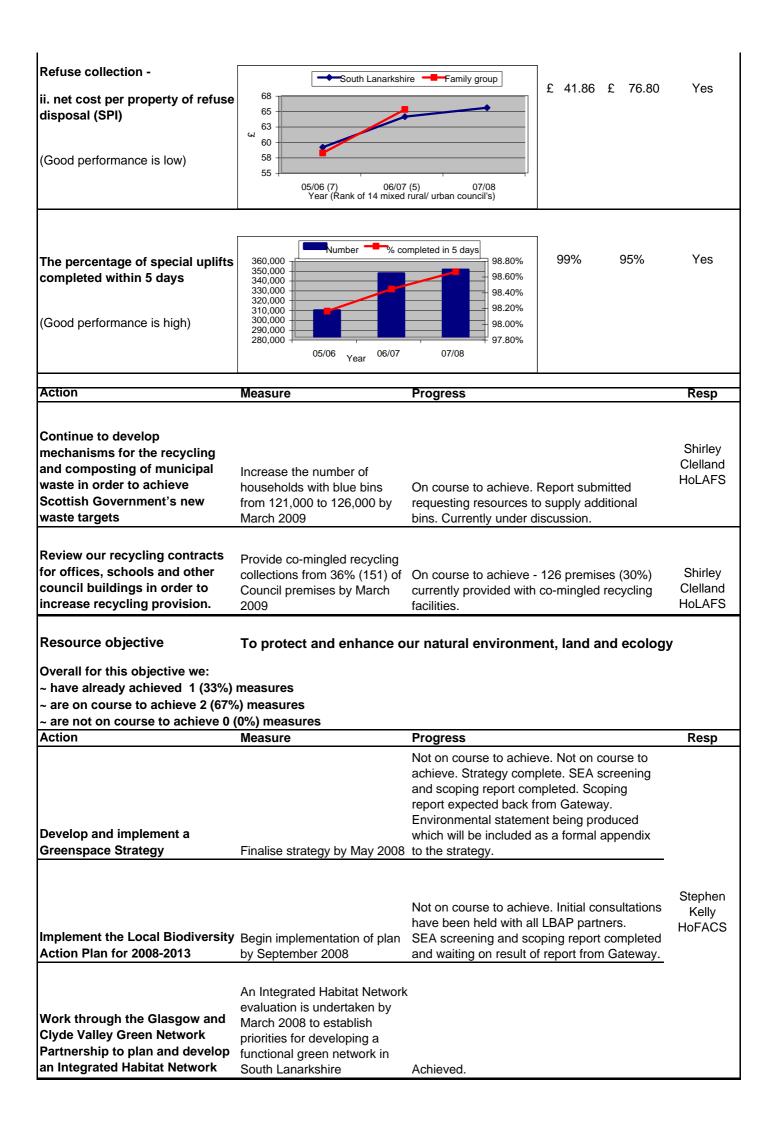
- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 7 (100%) measures
- ~ are not on course to achieve 0 (0%) measures



06/07 (7) Year (Rank out of 14 mixed urban/rural councils)

50

05/06 (7)



Resource objective

To foster responsible citzenship and awareness of sustainable development

- ~ have already achieved 1 (33%) measures
- ~ are on course to achieve 2 (66%) measures
- ~ are not on course to achieve 0 (0%) measures

Action	Measure	Progress	Resp
Develop a Local Climate Impacts Profile for South Lanarkshire	Profile developed by December by 2008	On course to achieve - The student placement has now finished and a draft report has been prepared. This has been submitted to the consultant for the pilot project, who will make comments to assist us to improve it further before finalisation. Initial indications are that they are happy with the report and pleased with the work we have done here at SLC.	Robert Howe
Take a lead in reviewing the	Complete review by May 2008	Achieved - Completed and recommendations made to committees, June 2008	
Sustainability Partnership and developing a new Sustainability Partnership Strategy	Implement review by March	On course to achieve - It is proposed that the first meeting of the partnership will take place in November 2008 and partners will then be able to work together to set out the next	
	2009	steps.	

Council value

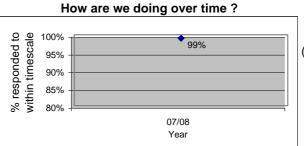
Fair and open

Overall for this value we:

- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 1 (50%) measures
- ~ are not on course to achieve 1 (50%) measures

Complaints responded to within timescale

(Good performance is high)



Year to date 08/09 to achieve?
95% 95% Yes

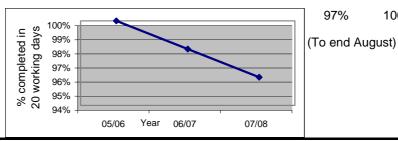
(Quarter 1)

100%

No

Process freedom of information requests within 20 working days

(Good performance is high)



Council value

Working with and respecting others

Overall for this value we:

- ~ have already achieved 0 (0%) measures
- ~ are on course to achieve 1 (100%) measures
- ~ are not on course to achieve 0 (0%) measures

Action	Measure	Progress	Resp
Implement a programme of equality and human rights impact assessments	Number of impact assessments carried out against those timetabled (27 by November 2008)	On target to achieve. 21 Impact Assessments have been completed so far and a further 6 are scheduled for completion before the end of November. 14 completed assessments have been published on the website.	Alistair McKinnon HoSS

Council value

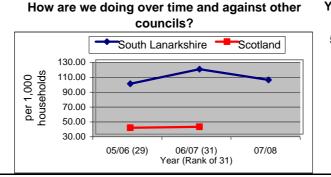
Accountable, effective and efficient

Overall for this value we:

- ~ have already achieved 3 (15%) measures
- ~ are on course to achieve 18 (85%) measures
- ~ are not on course to achieve 0 (0%) measures

Refuse collection - the number of complaints per 1,000 households (SPI)

(Good performance is low)

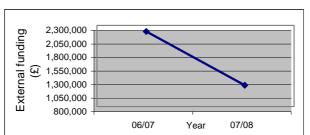


Year to **Target** On course date 08/09 to achieve? 50.99 <93

Yes

Maximise funding opportunities from external sources

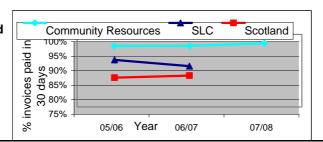
(Good performance is high)



1,752,000 1,000,000 Yes

The percentage of invoices paid within 30 calendar days

(Good performance is high)



97% 85% Yes

Action	Measure	Progress	Resp
	Reviews completed and		
	actions implemented by	On assume to ask in a	
	March 2009	On course to achieve	•
Implement the recommendations	Fleet availability - 90%	On course to achieve - 97%	Shirley
of the Fleet Services Best Value	MOT pass rate greater than		Clelland
Review	94%	On course to achieve - 91%	HoLAFS
	Passenger fleet seating	O	
	capacity greater than 80% Passenger fleet utilisation	On course to achieve - currently 72%	
	annual improvement of 10%	On course to achieve	
	•	On course to achieve - will be presented to	Shirley
Carry out a best value review of	Completed by September	Performance and Review Forum on 9	Clelland
the refuse collection service	2008	December	HoLAFS
Carry out a best value review of			
enforcement policy in light of		On course to achieve - interim report	Robert Howe
better regulation agenda	Completed by March 2009	completed on schedule	HoESS
Achieve Chartermark for			Shirley Clelland
Bereavement Services	Achieved by March 2009	On course to achieve	HoLAFS
· · ·			Shirley
Carry out a review of Passenger			Clelland
Services	Achieved by March 2009	On course to achieve	HoLAFS
		On course to achieve - will be presented to	Shirley
Complete the Grounds	Completed by September	Performance and Review Forum on 9	Clelland
Maintenance best value review	2008	December	HoLAFS
Secure Quest accreditation for		Achieved - Quest awarded April 2008. Low Parks is the first museum in the UK to	Stephen Kelly
Low Parks museum	Achieved by June 2008	achieve Quest accreditation.	HoFACS
	The proportion of operational	On course to achieve. 81% of Community	
	accommodation that is in a	Resources operational accommodation were	
	satisfactory condition	in a satisfactory condition in 2007/08	ı
		On course to achieve. 84% of Community	Alistair
Manage property assets efficiently	<u> </u>	Resources operational buildings were	McKinnon
emclently	The percentage of public	Suitable for their current use in 2007/08 On course to achieve. 90% of Community	HoSS
	service buildings that are	Resources public service buildings were	
	suitable and accessible to	suitable and accessible to disabled people in	
	disabled people	2007/08	
		On course to achieve - 7 out of 8 audit	
		actions delivered by dues dates. The	A.U. A. J.
Ensure high standards of	Audit actions to be delivered	deadline for one action relating to an IT project has been extended and is now	Alistair McKinnon
governance are being exercised	by due dates	expeteed to be completed during 2009	HoSS
<u> </u>	<u>.,</u>	The state of the second	Alistair
Web enable Epilogue cemeteries	Implemented by December	On course to achieve - pilot scheduled during	McKinnon
administration system	2008	October. System 'live' date 3 November.	HoSS
		Achieved - All monitoring stations operational	
	Phase 1 implemented by May	and reporting back air quality statistics to	
	2008	SLC PC in Atholl House.	Robert Howe
	Phase 2 implemented by September 2008	On course to achieve - due to be completed early October	HoESS
		tarry October	i
Implement air quality			
	Phase 3 dates to be confirmed	Dates of final phase yet to be clarified	
Implement air quality management system Operate within our revenue	Phase 3 dates to be	Dates of final phase yet to be clarified	Alistair
management system	Phase 3 dates to be confirmed	Dates of final phase yet to be clarified	Alistair McKinnon HoSS

Council value

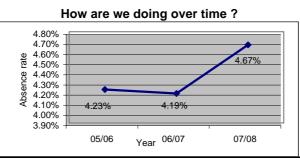
Excellent employer

Overall for this value we:

- ~ have already achieved 1 (14%) measures
- ~ are on course to achieve 5 (72%) measures
- ~ are not on course to achieve 1 (14%) measures

Absence rate (Council Plan, SPI)

(Good performance is low)



Year to date	Target 08/09	On course to achieve?
4.04%	<5%	Yes

Action	Measure	Progress	Resp
	100% of staff recruited through competency based interview by 2011	On course to achieve - will report at year end	
	Labour turnover rates less than 5%	On course to achieve - will report at year end	
We will ensure our commitment to employees through the development and effective	Average number of off job training days per member of staff	On course to achieve - will report at year end	
implementation personnel policies and employee learning and development opportunities	100% of staff to have current PDR for 2008/09	Not on course to achieve. To date 62% of employees have a recorded date for their PDR for 2008/2009	Alistair McKinnon HoSS
	Continued achievement of IiP accreditation	On course to achieve - Community Resources was recently assessed as part of SLC overall assessment. Verbal feedback indicated the Resource is on target to meet the standard.	
Implement Occupational Health and safety Management Sysytem		Achieved - audit complete and service action plans developed	