

PDR Current usage throughout PCC Services 2011 Cycle

SERVICE		PERCENTAGE COMPLETE		EXPLANATION
	09/10	10/11	Direction of Travel	
HR	90%	95%	↑	New appointments and maternity leave
Community Housing	76%	70%	↓	Contracts ending, new teams entering service. Plans to adjust in place
Information Service	90%	100%	↑	New PDR process but all have Development plans
Revenues and bens	78%	81%	↑	New starters, maternity and long term sick. All covered by Sept 2011
Transport and Environment	89%/70%	97%/87.6%	↑	All coming into line. Addition of waste lowered performance
	79.5%	92.30%		
Adult social care	60%	62.90%	↑	10% improvement. Major structure review and home closures. All staff have 1-1s
Community Safety	100%	85.14%	↓	New staff, long term sick and maternity reduced performance
Culture	100%	35%	↓	5 smaller sections achieved 100% but larger sections pulled performance down. Adversely affected by Museums, Libraries and parks as significant organisation structural reviews in these larger services
Planning	100%	100%	↔	Driven through business cycle
Asset Management	58%	58%	↔	Will increase to 95% by April 2012. Temp man arrangements and pending restructure affected performance
Legal Services	0%	98%	↑	One new staff not yet covered
Education	100%/91%	82.40%	↓	Major restructure planned and delivered . Academic year is basis for cycle
	95%			
Finance	92%	90%	↓	Always follow but major reorganisation planned second half 2011 delivery currently underway
CCDS	85%	87%	↑	Structure changes but all staff have regular 1-1s
Audit and Performance	100%	98%	↓	Maternity leave (1) only reason for not taking part
Children's Social Care	0-100%	13 teams 100%	↔	Major reorganisation and home closure. All in line now. All had 1-1 / supervision throughout period
		4 67-83%		
		4 lower		
		85.17%		
LAH	-	-	-	Not undertaken. Systems thinking allows individual to be developed as need occurs. Staff can request 1-1s and PDRs at any time
Averages	76.56%	82.49%	7 ↑ 6 ↓ 4 ↔	