

1.0 The Council’s PDR Scheme runs on two cycles.

A) Revenues and Benefits Service have their full year objectives and PDRs in June/ July. 100% of the Revenue and Benefits Service PDRs have been completed in June/July and 100% have had objectives set. Their mid-year review is due in December /January and 100% of reviews have taken place

B) The rest of the Council have their full year objectives set and a full PDR in December/ January; a mid-year review takes place in June/ July. 84.84% of full year PDRS have been completed and 78.37% of full year objectives set.

1.1 If we break down the data by directorate, it can be noted that all three directorates have outstanding reviews and objectives to be completed.

Directorate	2014/15 Mid-year Review completed	2014/15 Full year completed	2015/2016 Objectives completed
Customer & Community Services	98.85% (86/87)	86.52% (77/89)	86.52% (77/89)
Finance and Support Services	99.26% (134/135)	91.16% (134/147)	73.58% (39/53)
Neighbourhood Services	87.10% (81/93)	73% (73/100)	72.16% (70/97)
Executive	100% (7/7)	100% (7/7)	100% (6/6)

1.2 If we break down the data by service.

Service	2014/15 Mid-year Review completed	2014/15 Full year Review completed	2015/16 Objectives completed
Finance and Support Services SMG	100% (4/4)	100% (4/4)	100% (3/3)

Corporate Risk	100% (5/5)	35%* (7/20)	30%* (6/20)
Financial Services and Performance	90.91 (10/11)	100%** (5/5)	100%** (1/1)
People and Property Services	100% (23/23)	100% (14/14)	100% (8/8)
Revenue and Benefits Shared Service	100% (74/74)	100% (86/86)	100% (3/3)
Democratic and Legal Services	100% (18/18)	100% (18/18)	100% (18/18)
Neighbourhood services SMG	100% (3/3)	100% (3/3)	100% (3/3)
Housing Services	100% (11/11)	100% (11/11)	100% (13/13)
Planning and Building Control	77.08% (37/48)	48.08% (25/52)	37.21% (16/43)
Community Safety and Health Services	96.77% (30/31)	100% (34/34)	100% (38/38)
Executive	100% (7/7)	100% (7/7)	100% (6/6)
Customer and Community Services SMG	100% (4/4)	50% (2/4)	50% (2/4)
Customer Services & Parking	100% (33/33)	100% (32/32)	100% (33/33)
Communications, Engagement and Cultural Services	100% (19/19)	100% (21/21)	100% (20/20)
Economic Development	100% (2/2)	100% (2/2)	100% (2/2)
Environmental Services	96.55% (28/29)	66/67% (20/30)	66.67% (20/30)

*full year reviews and objectives have been completed but paperwork has not been signed off

**100% compliance has been reached for reviews and objectives due. Due to new Head of Service reviews and objectives for Strategic Finance are to be completed in the next month