

Performance Development Review (PDR) completion for 2015/16

- 1.0 The table overleaf shows full-year PDR completion for 2015/16 for all services.
- 1.1 The table shows that 84% of full year reviews have been completed and 83% of objectives have been set.
- 1.2 The leadership team restructure has delayed the completion rate for full year reviews and objectives in some service areas.
- 1.3 The PDR process has been reviewed and it was agreed at HR Committee in July 2016 that for the 2016/17 PDR year all services (including Revenues and Benefits) will have one annual PDR review between January and March with regular one to ones throughout the year.

Table to show PDR completion in 2015/16

Service	Full-Year Review completed (Jan 16)		Objectives for 2016/17 completed (Jan 16)	
	% age	No.	% age	No.
Executive	83%	5/6	67%	4/6
Customer & Community Services	95%	88/93	91%	85/93
Customer and Community Services SMG	67%	2/3	0%	0/1
Communications, Engagement & Cultural Services	100%	20/20	100%	19/19
Business Development	100%	6/6	100%	7/7
Customer Services & Parking	100%	33/33	100%	35/35
Environmental Services	87%	27/31	77%	24/31
Finance & Support Services (excl. R & B)	60%	37/62	60%	39/65
Finance and Support Services SMG	100%	4/4	100%	3/3
Governance and Risk	95%	18/19	82%	18/22

Management				
Democratic and Legal Support Services	0%	0/19	0%	0/20
Strategic Finance	64%	9/14	86%	12/14
HR & Organisational Development	100%	6/6	100%	6/6
Neighbourhood Services	74%	76/103	74%	78/106
Neighbourhood services SMG	100%	3/3	100%	3/3
Housing Services	100%	13/13	93%	13/14
Community Safety and Health Services	65%	26/40	65%	26/40
Planning and Building Control	72%	34/47	74%	36/49
TOTAL (excl R&B)	78%	206/264	76%	204/270
Revenues & Benefits Shared Service	100%	87/87	100%	100/100
TOTAL (ALL)	84%	293/351	83%	306/370