

Performance Development Review (PDR) completion for 2015/16

- 1.0 The table overleaf shows mid-year and full-year PDR completion for 2015/16 for each Directorate and each service area.
- 1.1 The table shows that 100% of mid-year reviews were completed, 74% of full year reviews have been completed and 72% 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.

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	92%	86/93
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	86%	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)	58%	36/62	55%	36/65
Finance and Support Services SMG	75%	3/4	100%	3/3
Governance and Risk Management	95%	18/19	82%	18/22
Democratic and Legal Support Services	0%	0/19	0%	0/20

Strategic Finance	64%	9/14	79%	11/14
HR & Organisational Development	100%	6/6	67%	4/6
Neighbourhood Services	65%	67/103	65%	69/106
Neighbourhood services SMG	100%	3/3	100%	3/3
Housing Services	100%	13/13	93%	13/14
Community Safety and Health Services	43%	17/40	43%	17/40
Planning and Building Control	72%	34/47	74%	36/49
TOTAL (excl R&B)	74%	196/264	72%	195/270

Revenues and Benefits

Service	Mid-Year Review completed (Jan 16)	
	% age	No.
Revenues & Benefits Shared Service	100%	87/87
TOTAL (ALL)	81%	283/351

Full year reviews 2015/16 for Revenues and Benefits staff are due for completion in June/July.