

Performance Development Review (PDR) completion for 2016/17

- 1.0 The table overleaf shows PDR completion for 2016/17 for all services.
- 1.1 The table shows that 90% of PDRs have been completed as at 14 September 2017.
- 1.2 Various service restructures, including in Strategic Finance and Property, and new Heads of Service in the latter and in Legal and Democratic Services, have delayed the completion rate in these service areas.

Table to show PDR completion in 2016/17

Team	Review Required	Review Completed	%
Corporate Organisation	334	302	90%
Leadership Team	9	9	100%
Personal Assistants	4	4	100%
Communications Strategy and Policy	27	27	100%
Communications and Digital Media	4	4	100%
Economic Development	3	3	100%
Customer Services Front Line Team	16	16	100%
Improvement and Insight Team	4	4	100%
Operations	52	39	75%
Leisure Services	2	0	0%
Environmental Coordination	1	0	0%
Business Support	7	7	100%
Waste Services	5	3	60%
Parks & Open Spaces	4	4	100%
Environmental Inspection	8	5	63%
Market Operations	1	0	0%
Parking Services	11	11	100%
Hertford Theatre	13	9	69%
Strategic Finance and Property	34	23	68%
Financial Services	16	10	63%
Corporate Property Services	18	13	72%
Legal and Democratic Services	18	8	44%
Democratic Services	6	1	17%
Electoral Services	2	1	50%
Legal Section	4	2	50%
Land Charges	4	4	100%
HR & Organisational Development	8	8	100%
Human Resources Team	7	7	100%
Health and Safety Officer	1	1	100%
Revenues and Benefits Shared Service	103	103	100%
Revenue Division	38	38	100%
Benefit Division	24	24	100%
Systems, Support & Control	41	41	100%
Housing and Health	46	46	100%

Housing Services	17	17	100%
Licensing and Enforcement	6	6	100%
Environmental Health	12	12	100%
Community Wellbeing and Partnerships	11	11	100%
Planning	35	35	100%
Development Control Managers / Planning Officers	13	13	100%
Development Control Tech / Admin	8	8	100%
Planning Conservation	3	3	100%
Planning Enforcement	4	4	100%
Planning Policy	7	7	100%