

People & Technology 2018-19 Delivery Plan year-end PI report











Priority 4. Open, accountable and accessible local government




Performance Indicator	2017/18 Value	2018/19					2019/20 Target	Managed By
		Status	Value	Target	Long Trend	Short Trend		
% of our workforce who are from a Black minority ethnic group	0.18%		0.23%	0.4%			0.45%	Alison McBride
% of our workforce who have declared a disability	1.18%		2.08%	1.8%			1.9%	Alison McBride
% of our workforce who have stated they are LGBT	3.07%		0.12%	2.5%			2.5%	Alison McBride
Disability pay gap	11.08%		9.27%	11%			10.5%	Victoria Rogers

Priority 5. Efficient and effective frontline services that improve the everyday lives of residents

Performance Indicator	2017/18 Value	2018/19					2019/20 Target	Managed By
		Status	Value	Target	Long Trend	Short Trend		
Gender pay gap	2.66%		1.8%	3%			3%	Darren Paterson
Percentage of ICT helpdesk incidents fixed with half day of being logged.	35%		49%	50%			52%	James Gallacher; Patricia Kerr; John Martin
Sickness absence days per employee (local government)	11.83		12.77	10			9	Darren Paterson
Sickness absence days per teacher	5.7		6.24	5.6			5.4	Alison McBride; Darren Paterson
The percentage of the highest paid 5% employees who are women	59.63%		56.6%	50%			50%	Darren Paterson

PI Status	
	Alert
	Warning
	OK
	Unknown
	Data Only

Long Term Trends	
	Improving
	No Change
	Getting Worse

Short Term Trends	
	Improving
	No Change
	Getting Worse