

Appendix 5

Benefit	Measurement	Baseline	Baseline explanation	2017/18 Target	Target explanation	Owner	Measurement Frequency	Where reported
Increase in staff satisfaction	Staff Survey : “I feel there is a clear sense of direction in the organisation”	37%	2017 figure	47%	10% identified as significant shift	Alison McManamon	Bi-Annual	Staff Survey
	Staff Survey: “Changes in my service are led, managed and supported in an open way”	46%	2017 figure	56%	10% identified as significant improvement	Alison McManamon	Bi-Annual	Staff Survey
	Staff Survey: “The council feels like one big team working collaboratively for the good of our customers”	23%	2017 figure	33%	10% identified as significant improvement	Geoff Raw	Bi-Annual	Staff Survey
Improved staff wellbeing	Days lost to sickness per year	10.95	Days per employee per annum at the end of Q4, 16/17.	9.3	15% reduction	Dave Kuenssberg	Quarterly	FirstCare/PIER
	Improved results in staff wellbeing	TBC following survey analysis – June 2018						

Appendix 5

Benefit	Measurement	Baseline	Baseline explanation	2017/18 Target	Target explanation	Owner	Measurement Frequency	Where reported
	survey							
A more diverse workforce	Improvement in workforce diversity	Various diversity targets	These are set out in our Corporate Performance Indicator Report	As already set	Council's workforce is monitored against targets set in relation to the make-up of the city's population	Alison McManamon	Annual (& quarterly in OPD reports)	Corporate Performance Indicator Report to ELT & annual Workforce Equalities Report
Reduction in use of agency staff to cover hard to fill posts	Reduction in spend and in length of assignment	£7,5m	2016-17 figure	£6.1m	20% reduction Is significant shift	Katie Ogden	Quarterly	Quarterly MI report
Improved effectiveness of leadership and management	Staff survey management effectiveness indicator	TBC following discussion with Ixia (September 2018)				Alison McManamon	Bi-annual	Staff Survey