






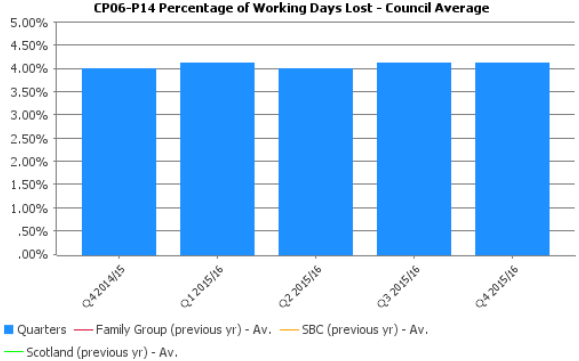




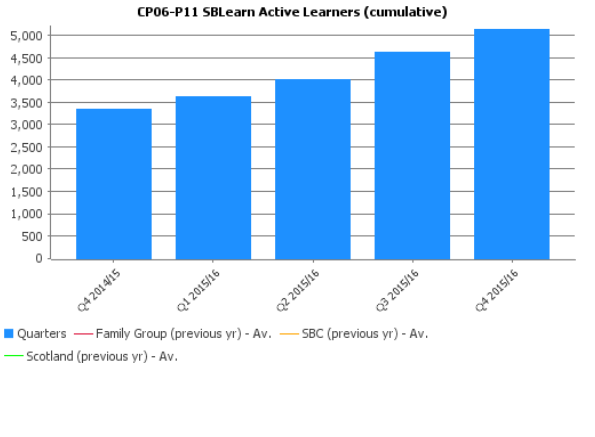


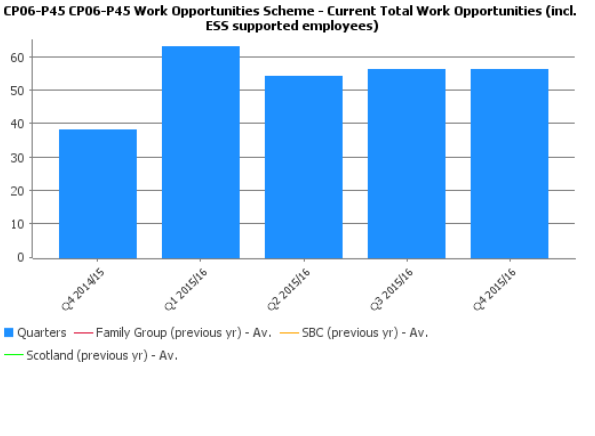


Appendix 2: Scottish Borders Council Executive Committee – Quarterly Public Performance Report, June 2016 (Q4 2015/16)

KEY	 positive long term trend (since end 2014/15)	 negative long term trend (since end 2014/15)	 Little long term change (since end 2014/15)	 on target	 just off target	 off target	 data/information only
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Corporate Priority 6: Develop our workforce

Short Name	Trend Chart	Current Value	Commentary	Compared to same time last year	Status against Target	Managed By
What % of working days are lost due to absence?	<p>CP06-P14 Percentage of Working Days Lost - Council Average</p> 	4.1%	<p>How are we performing: Through effective implementation of our absence management policy the % of working days lost due to absence has been consistently stable across the year finishing marginally above the target of 4% at 4.1% in March 2016</p> <p>Actions we are taking to improve/maintain performance: Each Service, including SB Cares, continues to receive a monthly detailed report on absence rates in order that managers and HR advisors can work together to tackle areas where rates are higher than the target</p>			Clair Hepburn

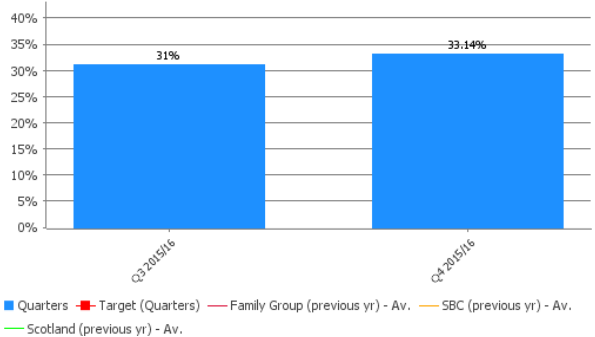


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<p>How many of our employees are actively using SB Learn (our e-learning tool)? (cumulative)</p>	<p>CP06-P11 SBLearn Active Learners (cumulative)</p> 	<p>5,123</p>	<p>How are we performing: All employees who are registered PC users are now regularly using the resources on SB Learn, as are many who don't have regular PC access although this is more challenging in some work settings.</p> <p>Actions we are taking to improve/maintain performance: Work is ongoing to ensure that those employees who don't have regular access to a PC can access the valuable training resources including mandatory training on Equalities & Diversity, Child Protection, Data Protection, and Information Management.</p>			<p>Clair Hepburn</p>
<p>How many people do we currently employ through our Work Opportunities Scheme? (CP06-P45P)</p>	<p>CP06-P45 CP06-P45 Work Opportunities Scheme - Current Total Work Opportunities (incl. ESS supported employees)</p> 	<p>56</p>	<p>Observations: There are currently 56 opportunities being provided within SBC through the Work Opportunities Policy. A breakdown is provided below.</p> <p>(Note that the total of 56 includes the 6 employees who are employed through the Employment Support Scheme, which has remained at 6 for the last year, and is therefore not included in the graphs below)</p>			<p>Cathie Fancy</p>

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<p>How many posts do we currently have for young people that are paid for through the Skills Development Scotland "Employability Fund"? (CP06-P31P)</p>	<table border="1"> <caption>Executive - Supported Employment excl. ESS</caption> <thead> <tr> <th>Quarter</th> <th>CP06-P31P</th> <th>CP06-P32P</th> <th>CP06-P37P</th> </tr> </thead> <tbody> <tr> <td>Q4 2014/15</td> <td>5</td> <td>5</td> <td>22</td> </tr> <tr> <td>Q1 2015/16</td> <td>1</td> <td>22</td> <td>25</td> </tr> <tr> <td>Q2 2015/16</td> <td>0</td> <td>11</td> <td>38</td> </tr> <tr> <td>Q3 2015/16</td> <td>0</td> <td>7</td> <td>40</td> </tr> <tr> <td>Q4 2015/16</td> <td>0</td> <td>10</td> <td>37</td> </tr> </tbody> </table>	Quarter	CP06-P31P	CP06-P32P	CP06-P37P	Q4 2014/15	5	5	22	Q1 2015/16	1	22	25	Q2 2015/16	0	11	38	Q3 2015/16	0	7	40	Q4 2015/16	0	10	37	<p>0</p>	<p>Observations: There have been no "stage 3" Employability Fund placements required within SBC within this financial year. However, any contact made to SBC depts previously have been supported</p>			<p>Cathie Fancy</p>
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<p>How many student placements do we currently have? (CP06-P32P)</p>	<table border="1"> <caption>Executive - Supported Employment excl. ESS</caption> <thead> <tr> <th>Quarter</th> <th>CP06-P31P</th> <th>CP06-P32P</th> <th>CP06-P37P</th> </tr> </thead> <tbody> <tr> <td>Q4 2014/15</td> <td>5</td> <td>5</td> <td>22</td> </tr> <tr> <td>Q1 2015/16</td> <td>1</td> <td>22</td> <td>25</td> </tr> <tr> <td>Q2 2015/16</td> <td>0</td> <td>11</td> <td>38</td> </tr> <tr> <td>Q3 2015/16</td> <td>0</td> <td>7</td> <td>40</td> </tr> <tr> <td>Q4 2015/16</td> <td>0</td> <td>10</td> <td>37</td> </tr> </tbody> </table>	Quarter	CP06-P31P	CP06-P32P	CP06-P37P	Q4 2014/15	5	5	22	Q1 2015/16	1	22	25	Q2 2015/16	0	11	38	Q3 2015/16	0	7	40	Q4 2015/16	0	10	37	<p>10</p>	<p>Observations: SBC is currently advertising work experience opportunities for students who are looking for summer work (paid and unpaid)</p>			<p>Cathie Fancy</p>
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<p>How many apprentices do we currently employ? (CP06-P37P)</p>	<table border="1"> <caption>Executive - Supported Employment excl. ESS</caption> <thead> <tr> <th>Quarter</th> <th>CP06-P31P</th> <th>CP06-P32P</th> <th>CP06-P37P</th> </tr> </thead> <tbody> <tr> <td>Q4 2014/15</td> <td>5</td> <td>5</td> <td>22</td> </tr> <tr> <td>Q1 2015/16</td> <td>1</td> <td>22</td> <td>25</td> </tr> <tr> <td>Q2 2015/16</td> <td>0</td> <td>11</td> <td>38</td> </tr> <tr> <td>Q3 2015/16</td> <td>0</td> <td>7</td> <td>40</td> </tr> <tr> <td>Q4 2015/16</td> <td>0</td> <td>10</td> <td>37</td> </tr> </tbody> </table>	Quarter	CP06-P31P	CP06-P32P	CP06-P37P	Q4 2014/15	5	5	22	Q1 2015/16	1	22	25	Q2 2015/16	0	11	38	Q3 2015/16	0	7	40	Q4 2015/16	0	10	37	<p>37</p>	<p>Observations: There are currently 27 male and 10 female apprentices in SBC. From the 6 apprentices who have left their MA positions this year, 3 have secured internal vacancies within SBC, 1 has gone to university, 1 has secured an external vacancy, and the other is in an unknown destination</p>			<p>Cathie Fancy</p>
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<p>How many "other" work opportunities do we currently have? (CP06-P44P)</p>	<table border="1"> <caption>CP06-P44 Work Opportunities Scheme - Current Other SBC opportunities</caption> <thead> <tr> <th>Quarter</th> <th>Quarters</th> </tr> </thead> <tbody> <tr> <td>Q4 2014/15</td> <td>0</td> </tr> <tr> <td>Q1 2015/16</td> <td>9</td> </tr> <tr> <td>Q2 2015/16</td> <td>5</td> </tr> <tr> <td>Q3 2015/16</td> <td>3</td> </tr> <tr> <td>Q4 2015/16</td> <td>3</td> </tr> </tbody> </table>	Quarter	Quarters	Q4 2014/15	0	Q1 2015/16	9	Q2 2015/16	5	Q3 2015/16	3	Q4 2015/16	3	<p>3</p>	<p>Observations: There has been little demand for "other" short work experience and job taster placements through the Work Opportunities Scheme. However, depts have been accommodating when approached</p>			<p>Cathie Fancy</p>												
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<p>Percentage of staff with a registered Vectis card on the Scottish Borders Staff Benefits website</p>	<p>CP06-P46 Percentage of staff with a registered Vectis card on the Scottish Borders Staff Benefits website</p>  <p>33.14%</p>	<p>33.14%</p>	<p>Observations: Following the launch of the new employee benefit scheme there has been a positive response, with 33% of employees with a discount card registering the card on the Scottish Borders Employee Benefit Scheme website. In addition to this the salary sacrifice scheme part of the employee benefits scheme has seen the following:</p> <ul style="list-style-type: none"> • Car Salary Sacrifice Scheme – 42 applications approved • Technology Salary Sacrifice Scheme – 311 applications approved (no change from Q3). The next window for this Scheme opens from the 2nd May through to the 3rd of June. 			<p>Clair Hepburn</p>
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