













**Council's Strategic Outcome:** Be an excellent employer.

**Economic Development Service's Strategic Objective:** Continue to develop highly trained staff to support service delivery and drive forward our corporate priorities. Ensure that the Council's corporate risks are managed effectively and mitigations are put in place to reduce impact.

**Link to Corporate Plan:** Sound financial management. Social and community infrastructure.

<b>Performance measure</b>	<b>Target and reporting timescale</b>	<b>Baseline/output from 2022 – 2023</b>	<b>Owner and co-owners</b>
Support the continued professional development of the team to ensure that they are meeting personal and professional career development opportunities by attending eight training events by March 2024	8 training events, annually	Engagement across service team to review/update training skills	Economic Development Manager
100% of appraisals undertaken by 31 March 2024	100%, annually	100%. All staff appraisals and requested training completed on time.	Economic Development Manager
Regularly review higher level corporate risks including: <ul style="list-style-type: none"> <li>contractual and regulatory compliance, such as procurement and grant funding</li> <li>H&amp;S at our external site</li> </ul>	Monthly, annually	Carried out all necessary fire drills at E-space. Reviewed all contractual/Legal agreements connected with funding programmes, procurement, leases and service provision.	Economic Development Manager E-Space Manager

**Council's Strategic Outcome:** A clean, green and attractive place.

**Economic Development Service's Strategic Objective:** Undertake activities which help to mitigate/adapt to climate change.

**Link to Corporate Plan:** Cleaner, greener East Cambridgeshire.

<b>Performance measure</b>	<b>Target and reporting timescale</b>	<b>Baseline/output from 2022 – 2023</b>	<b>Owner and co-owners</b>
Monitor the net impact/improvement of fitting solar PV to E-space North in order to help inform: <ul style="list-style-type: none"> <li>what additional energy efficiency measures could be most effectively deployed</li> <li>wider decision making, in terms of potential roll out of PV across the Councils estate</li> </ul>	As identified, annually	EDO regularly attends climate meetings and is active member of the councils Green Team. Installation of Solar PV on E-space North as part of the Councils Climate action programme.	Economic Development Manager Economic Development Officer

