

| Performance measure | Link to Corporate Plan priority | Target and reporting timescale | Baseline/output from 2021 to 2022 | Owner and co-owners | Outcome or output 2022 to 2023 |
|---|---------------------------------|--------------------------------|-----------------------------------|---------------------------|---|
| following changes in legislation or best practice | | | | | |
| Review and improve the existing exit interview procedures to increase participation rates and to improve the quality of the information being collected | Sound financial management | As required, annually | New performance measure. | HR team | The changes to the Exit Survey which members requested, to increase participation rates and to improve the quality of the information being collected, came into effect from 1 June 2022. In this period, 11 of the 17 leavers completed the revised survey. |
| Continue to look for opportunities to promote the recruitment of apprentices to meet the target as set by the Apprenticeship Levy of 2.3% of the workforce, this equates to 4 apprentices | Sound financial management | As identified, annually | 3 apprentices. | CMT Service leads HR team | The public sector apprenticeships target came to an end on 31 March 2022. From this date there will no longer be a target set for public sector employers. However, the Council will continue look for opportunities to recruit apprentices. We currently have 4. |
| Appraisals undertaken by 31 March 2022 | Sound financial management | 100%, annually | 100% achieved. | HR Manager | Achieved. |
| Regularly review risks associated with Human Resources as detailed within the Corporate Risk Register: <ul style="list-style-type: none"> non-compliance with employment legislation, resulting in costly litigation and/or employment tribunal claims and reputational damage increased sickness levels impacting on team capacity and moral | Sound financial management | As required, annually | Ongoing. | HR team | In progress. |