
ORGANISATIONAL DEVELOPMENT COMMITTEE MEETING

Date of Meeting	16 MAY 2017
Paper Title	KEY PERFORMANCE INDICATORS 2017/18
Agenda Item	17.24
Responsible Officer	LORRAINE MCGAW, ASSISTANT PRINCIPAL, HUMAN RESOURCES
Status	DISCLOSABLE
Action	FOR APPROVAL

1. INTRODUCTION

The purpose of this report is to provide potential Key Performance Indicators (KPI's) linked to the People Strategy 2016 – 2020 to allow the Organisational Development Committee to measure how effectively the College is achieving the goals set in the strategy.

The Organisational Development Committee are asked to consider the KPI's detailed below and agree these for academic session 2017/18 with 2016/17 being used as a baseline.

2. PROPOSED KEY PERFORMANCE INDICATORS

There are five key themes within the People Strategy and KPI's have been identified for all themes as follows:

Attracting, Rewarding, Retaining and Developing People

- Average days/hours training uptake per employee
- Induction completion rates
- Staff Turnover
- Average time to recruit
- Percentage of applicants interviewed from applications
- Percentage of new recruits achieving satisfactory 3 & 6 months probationary/progress reviews

Promoting and Supporting Leadership and Management

- Personal Development Plan completion rates

Inclusivity, Good Health and Wellbeing

- Accidents as a percentage of staff and average student numbers
- Health surveillance baseline tests in first 2 months of employment
- Absence statistics (% of total hours lost due to absenteeism)

Staff Satisfaction and Engagement and Internal Communications

- Participation rates in staff engagement surveys (key engagement and internal communication questions identified)

3. RISK ANALYSIS

There are no risks associated with this paper.

4. LEGAL IMPLICATIONS

There are no legal implications associated with this paper.

5. FINANCIAL IMPLICATIONS

There are no financial implications associated with this paper.

6. REGIONAL OUTCOME AGREEMENT IMPLICATIONS

N/A

7. HAS AN EQUALITY IMPACT ASSESSMENT BEEN CARRIED OUT

N/A