# CMB Review - Financial Indicators 2016/17 (protect)

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Area of Review	Key Highlights	Risk Rating - Jul'16
Income & Expenditure Position - Year end forecast variances	Year-end forecast variances of £7.9m overspend have been identified to date in relation to General Fund net controllable expenditure. Budget variances identified to date will need to be managed closely to ensure timely appropriate action can be taken.	•
Income & Expenditure Position - Budget Profiling	Budget profiling across all departmental budgets will continue to be applied in order to better reflect predicted net spending patterns throughout the year. Budget holders now profile individual budgets based on anticipated spend across the year.	
Income & Expenditure Position - HRA	The HRA is projecting a level spend position for year-end outturn against budget.	
Balance Sheet - Cash Investment	The current profile of cash investments continues to be in accordance with the Council's approved strategy for prioritising security of funds over rate of return.	
Balance Sheet - General Fund balances year end projections	The year-end outturn projection for the General Fund balances will meet the Council's Medium Term Financial Strategy target levels based on the use of uncommitted reserves to meet the one-off overspends in 2016/17.	<b>I</b>
Cash Flow - Cash balances and Cashflow Forecast	The Council's cash balances and cashflow forecast for the year (including borrowing) will ensure sufficient funds are available to cover planned capital and revenue commitments when they fall due.	Ø
Cash Flow - Interest Receipts Forecasts	Interest receipts forecast for the year are on target with budget.	

Key to Status								
×	Alert							
$\triangle$	Warning							
0	ОК							

201	5/16 (end of March 16) - Number of Indicators	Quarter 1	2016/17 (end of June 2016) - Number of Indicators
×	10	×	11
$\triangle$	11	$\triangle$	13
0	41	0	33

## (1) Fairness for All

## (a) Housing and Homelessness

Image: Second	Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
(23%p) on same period last year. HALS: 121 - reduction from 144				3033		Measured		<ul> <li>then, last year's totals being used as a benchmark</li> <li>The increase in households living in temporary accommodation is due to:</li> <li>1) Massive demand requiring emergency accommodation</li> <li>2) Both the loss of leased units and conversion of leased units to Emergency Accommodation due to escalating prices</li> <li>3) Housing Association Leasing Scheme (HALS) – housing associations are coming up against increased competition in the market and either withdrawing from the TA market or letting on a PRS basis.</li> <li>Leased Properties:1230 – reduction from 1347 on same period last year.Emergency Accommodation: 1746 – increase of 332 (23%p) on same period last year. HALS: 121 – reduction from 144 on same period last year. Voids(Private Sector Leased &amp; Privately</li> </ul>

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
Overall satisfaction with repairs service provided by Council Homes	91%	87%	88%	89%	Measured Monthly	92%	<ul> <li>1,401 out of 1,569 surveys returned in respect of works orders issued (period April to June inc.) indicated their satisfaction with the responsive repair service. Performance is shown as year to date, however monthly performance has increased to 94.16% for June alone.</li> <li>Following a year of mobilisation the decision was made to implement the financial penalties within the contracts from May 2016. In addition one off contract meetings were held with the AD Housing and the senior contractor representatives and action plans to address the issues are being completed. These will be monitored monthly with the aim of reaching target performance within the year. Satisfaction continues to improve slowly towards to target</li> </ul>
Contractor monitoring by Council Homes of responsive repairs completed by agreed target date – (YTD)	89.52%	97.43%	95.11%	95.39%			target. Data outturns are inclusive of all term contractor repairs that were raised in April (and completed by the end of June). A total of 3,538 responsive repairs were completed in time from a total of 3,709 repairs completed. This has increased slightly since May 2016 but is still below target.
	×	<b></b>			Measured Monthly	96.00%	Following a year of mobilisation the decision was made to implement the financial penalties within the contracts from May 2016. In addition one off contract meetings were held with the AD Housing and the senior contractor representatives and action plans to address the issues are being completed. These will be monitored monthly with the aim of reaching target performance within the year. Both M and E contractors are now performing well, issues remain with the repairs contractors and these are being raised regularly in contractor meetings and are addressed as part of the action plans
Rent collected by Council Homes as a proportion of rent due (excluding rent arrears)	100.16%	107.42%	104.34%	102.62%	Measured Monthly	100.20%	A total of £16,099,708.30 of income was collected against a total of £15,688,452.05 in charges. Monthly performance of 102.19% which is slightly down on May 2016. Reported Monthly.

## (b) Adult Social Care

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
Number of clients reviewed in the year (of clients receiving any long term service)	70.9%	7.3%	12.4%	20.1%	Measured Monthly	20.5%	At June 16 – 20.1% represents 714 clients receiving a review of 3557 clients receiving a Long Term Support.
Percentage of Current Social Care Clients accessing Long Term Support (LTS) who receive Self Directed Support	100.00%	100.00%	100.00%	100.00%	Measured Monthly	99.00%	
Percentage of current clients with LTS receiving a Direct Payment	62.23%	63.53%	63.53%	63.32%	Measured Monthly	57.00%	
Delayed transfers of care (patients) per 100,000 pop	8.6	9.2	9	9.72 ×	Measured Monthly	5	There were 28 patient delays during June 2016, of which 22 were Health Delays and 3 were attributable to Social Care and 3 was joint delays. Action Plans are in place to address performance thorough the Joint Commissioning and integration Board
Number of adult learning disabled clients receiving LTS in paid employment	60	54	54	58	Measured Monthly	60	
No. of adults receiving secondary mental health services in settled accommodation (percentage)	79.2%	76.3%	75.6%	76.8%	Measured Monthly	80.0%	Total adults receiving secondary mental health services in settled accommodation – <b>795;</b> Total adults who have received secondary mental health services at any point during a financial year – <b>1035 (76.8%)</b>
No of Adults receiving secondary mental health services in employment	4.5%	4.4%	3.6%	3.6%	Measured Monthly	5.5%	Total number of adults who have received secondary mental health services in paid employment (i.e. those recorded as 'employed') at the time of their most recent assessment/formal review: <b>37</b>
							Total number of adults who have received secondary mental health services at any point during a financial year: <b>1035 (3.57%)</b>

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
New Admissions to Residential and Nursing Care (65+) per 100,000 population over 65	413.8	45.7 ×	81.7	117.8	Measured Monthly		Annual target set at 419.1 per Enfield BCF Plan 2016/17. 49 admissions in Quarter 1 (65+ population: 41,596)
New Admissions to Residential and Nursing Care 18–64 per 100,000 population	3.05	0.41	0.82	0.82	Measured Monthly	1.85	

## (c) Safeguarding Children

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
Children looked after per 10000 population age under 18	43.9	42.8	43.8	43.9	43.9		360 CLA as at the end of June. Current under 18 population figure from the DfE is 82,000. There is no target for this measure, this is for monitoring only.
The number of Looked after children who were adopted or where an Special Guardianship Order (SGO) was granted during the year as a percentage of the number of children Looked after who had been Looked after for 6 months or more	10.37%	Me	asured Quart	erly	6.49%	2.75%	Since April 2016, there have been 2 Adoptions and 13 Special Guardianship Orders granted out of a cohort of 231. This is an incremental target: Q1 = 2.75%, Q2 = 5.5%, Q3 = 8.25% and Q4 = 11%.
Child Protection Plans lasting 2 years or more	.9%	.9%	1.1%	1.6%	1.6%	5.0%	6 children, out of a total of 383 children whose CP Plan ended within the last year, had been on a Plan for more than 2 years at the point the plan ended. Good performance is low (0-10%).
Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time – in the past two years	4.2%	4.5%	3.8%	3.7%	3.7%	8.0%	This indicator counts children who had a previous child protection plan in the past two years. Of the 352 children who became subject to a Child Protection plan during the past 12 months, 59 (16.8%) had previously been on a Child Protection plan and 12 had been on a previous Child protection plan in the past two years.
Percentage of child protection cases which were reviewed within required timescales	94.7%			99.3%	Measured Monthly	100.0%	The percentage of child protection cases which were reviewed within the required timescale is 99.3%. There were 141 children reviewed in the denominator. July data shows performance at 100%.

## (f) Sport and Culture

Indicator	2015/16
CYP Participation in Positive Activities (To measure and	115,934
drive improved performance around the participation of young people in positive activities.)	
Number of Arts activities for Children and Young	8,928
people	
Sports Development Sessions – Young People Attendances	80,761
Attendances	
Sports Development Sessions – Adult Attendances	39,192
Leisure Centre – Young People attendances	850,106
Library self -service percentage usage - average	74.0%
Number of visits in person to libraries – All Enfield Libraries	1,578,565
Libraries	
Wifi usage in libraries - total number of sessions at	99531
ibraries with iCAM wifi only	
Engagement in the Arts (People taking part in all arts at	321,815
local level)	

April 2016	May 2016	June 2016		Q1 2016/17					
Mea									
		2,490							
Mea	erly								
			9,724						
Mea	erly								
		9,043							
Mea	asured Quart	erly		<b></b>					
				227,737					
Mea	asured Quart	erly		$\bigcirc$					
				78.0%					
Mea	asured Quart	erly							
	asured Quart			378,710					
Mea		$\bigcirc$							
			36729						
Mea	asured Quart	erly							
				94,623					
Mea	asured Quart	eriy		Ø					

Current Target	Latest Note
30,000	Total = 30,10; Dugdale Centre = 5,901; Festival & Events = 4,200; Forty Hall & Estate = 4,958; Millfield Arts Centre = 14,698; Salisbury House = 344
2,300	1st Quarter 2016–17 Total = 2490; Dugdale Centre – 112; Festivals & Events – 20; Forty Hall & Estate – 1438; Millfield Arts Centre – 906; Salisbury House – 14
9,000	Annual target 82,068. Targets increased for Quarter 4 to reflect receipt of annual partner organisations attendance figures during this period.
9,000	Annual target 39,584. Targets increased for Quarter 4 to reflect receipt of annual partner organisations attendance figures during this period.
214,651	
60.0%	
375,000	Enfield Highway and Southgate Circus Libraries are currently closed for refurbishment and location move respectively.
24880	
77,500	TOTAL = 94,623; Dugdale Centre = 16,041; Festival & Events = 5,000; Forty Hall & Estate = 43,561; Millfield Arts Centre = 27,008; Salisbury house = 3,013

(g) Income Collection, Debt Recovery and	Benefit Proc	essing						
Indicator	2015/16	April 2016	May 2016	June 2016		Q1 2016/17	Curre Targe	Latest Note
Recovery of council properties fraudulently obtained,	76					10		Performance is expected to improve as the year progresses.
sublet or abandoned		Mea	asured Quart	erly		×	18	
% of Council Tax collected (in year collection) Combined	95.75%	11.55%	20.36%	29.02%		Measured		End of June 2016 collection rate 29.02% (£40,125,066.93
			$\bigcirc$			Monthly	28.80%	% collected/ £138,265,045.08 Net Debit).
% of Business Rates collected (in year collection)	98.72%	9.33%	17.96%	26.77%		Measured		End of June 2016 collection rate 26.77% (£31,666,604.67
	$\bigtriangleup$	×	$\bigtriangleup$	$\bigtriangleup$		Monthly	27.10	% collected/ £118,275,742.71 Total Property Charge).
% of Housing Benefit Overpayments recovered.	63.64%	Measured Quarterly			82.22%		82.22% represents £1,737,205 recovered of target £2,112, 861.	
				ured Quarterly		$\bigcirc$	60.00	
Processing New claims - Housing Benefit/Council Tax	26.11	29.68	29.72	29.04		29.04		Year to Date June 16: 960 new claims/27,880 days – average
Support (average calendar days – cumulative)	×	×	×	×		×	23	29.04 days. June snapshot: 207 new claims/ 5,737 days – average 27.71 days
Processing Times for Benefit Change in Circumstances	7.86	5.18	5.01	5.39		5.39		Year to Date June 2016: 29,056 changes of circumstances /
(average number of calendar days)	×	<b>I</b>	<b></b>	0		<b>I</b>	7	156,534 days – average 5.39 days June 2016 snapshot: 6,170 change of circumstances / 42,733 days – average 6.93 days.

## (2) Growth & Sustainability

## (a) Employment & Worklessness

Indicator	2015/16	April 2016	May 2016	June 2016		Q1 2016/17	Current Target	Latest Note
Employment rate in Enfield – working age Population	73%							Target set at 74% (within 1% of the London average) – As at June
	<b>I</b>	Me	Measured Quarterly				74%	2016. Data extracted from June 2016 Labour Market Bulletin – Total number of JSA claims has decreased by 1.8 on May. Young people claiming JSA has decreased by 5% on the last month. Older claimants have shown a decrease of 0.8% on previous month and Long term claimants have increased by 1.4% on previous month.
Percentage of 16 to 19 year olds (Academic age Y12-	3.87%	4.21%	4.27%	4.24%		Measured		
y14) who are not in education, employment or training (NEET)						Monthly	4.25%	
Young Offenders' access to suitable accommodation	100.0%	100.0%	100.0%	100.0%		100.0%		54 interventions ended 54 in suitable accommodation.
			Ø	<b>I</b>		Ø	95.0%	

## (b) Planning

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
Percentage of all valid planning applications that are	80.4%	85.6%	84.6%	85.3%	85.2%		1025 applications registered within 5 days of 1203 received in
registered within 5 working days of receipt			$\bigcirc$	$\bigcirc$	Ø	80.0%	Quarter 1 (85.2%)
2 year rolling performance of major applications	69.47%	68.82%	68.09%	68.09%	68.09%		Rolling two year performance at June 2016: 64 of 94 in time
determined in 13 weeks			$\bigtriangleup$		$\bigtriangleup$	73.00%	
Processing of planning applications: Major applications	74.00%	66.67%	100.00%	100.00%	80.39%	80.00%	Quarter 1 to June 2016: 4 of 5 major applications decided within

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note	
processed within 13 weeks		×	<b>I</b>		<b></b>		13 weeks. No applications received in May.	
Processing of planning applications: Minor applications processed within 8 weeks	76.48%	79.25%	69.23%	78.43%	76.22%		Quarter 1 to June 2016: 109 of 143 (76.2%) minor applications	
			×		<b></b>	75.00%	decided within 8 weeks	
Processing of planning applications: Other applications	84.48%	83.04%	78.40%	76.92%	79.38%		Quarter 1 to June 2016: 281 of 354 (79.4%) other applications	
processed within 8 weeks			$\bigtriangleup$	$\bigtriangleup$	$\bigtriangleup$	80.00%	decided within 8 weeks	

#### (c) Waste, Recycling & Cleanliness

Indicator	2015/16	April 2016 May 2016 June 2016	Q1 2016/17	Current Target	Latest Note
Residual waste per household	636.15kg/ hhd	NLWA Data		580.00kg	Awaiting NLW Data for Q1
	×			/hhd	
Percentage of household waste sent for reuse, recycling	35.86%			42.00%	Awaiting NLW Data for Q1
and composting	×	NLWA Data		42.00%	
Percentage of inspected land that has an unacceptable	1.94%		Measured		2015/16 1.94% against a target of 4%.
level of litter			Monthly	4.00%	Data for first reporting period to the end of July not yet available. Will be reported during Quarter 2
Percentage of inspected land that has an unacceptable	4.19m,.%		Measured 3		2015/16 4.19% against a target of 6%.
level of detritus			Times a Year	6.00%	Data for first reporting period to the end of July not yet available. Will be reported during Quarter 2
Percentage of inspected land that has an unacceptable	0.00%		Measured 3		2015/16 0% against a target of 2%.
level of graffiti	$\bigcirc$		Times a Year	2.00%	Data for first reporting period to the end of July not yet available. Will be reported during Quarter 2
Percentage of inspected land that has an unacceptable	0.17%		Measured 3	1.00%	2015/16 0.17% against a target of 1%.

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
level of fly-posting					Times a Year	1	Data for first reporting period to the end of July not yet available. Will be reported during Quarter 2
(3) Strong Communities							

## (a) Crime Rates

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
Burglary	2,752	213	389	552	Measured Monthly	708	The overall burglary figure includes burglary of domestic households (76% of total), commercial premises and businesses and domestic buildings such as sheds and garages. Currently household burglary in Enfield is at its lowest level in several years. We expect to achieve a reduction on last year's figure and are currently meeting the long term stretch target for 2016 as set by the Mayor's Office for Policing and Crime. The partnership continues to implement alley gate schemes to reduce opportunities for rear entry burglary offending across the borough and other intensive initiatives are ongoing for seasonal increases over the winter months. 12-month rolling data (which is monitored by MPS) shows Enfield to have reduced by -11.7% compared to -4.4% across London (to 30th June).
Criminal Damage	2,110	164	390	540			Criminal Damage has reduced by -18.2% since 2011/12.
		<b></b>	×		Measured Monthly	520	12-month rolling data (which is monitored by MPS) shows Enfield to have decreased by -0.2% compared to approx. +2.4% across London (to 30th June). Focused work has begun on housing areas by the estates crime group and these areas are showing improvements.
Robbery	909	65	145	200	Measured	225	Robbery has reduced by -21.3% since 2011/12 and we are

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
		<b>©</b>	<b>②</b>	<b></b>	Monthly		currently meeting the stretch target which was set by the Mayor's Office for Policing and Crime. Rates of offending per 1,000 residents are now notably below the historic average and the proportion of offences involving young people remain lower than in previous years. However, there has been a short term rise with 12-month rolling data (which is monitored by MPS) showing Enfield to have increased by +6.1% compared to -2.3% across London (to 30th June).
Theft from Motor Vehicle	2,124	160	327	476			Thefts from motor vehicle offences in Enfield have seen a significant long-term reduction over the past 4 years, with a –
			<b>I</b>		Measured Monthly	602	31.1% reduction since 2011/12. 12-month rolling data (which is monitored by MPS) shows Enfield to have a +8.4% increase compared to -0.2% acrossLondon (to 30th June).
Theft/Taking of Motor Vehicle	629	62	126	183			Thefts of motor vehicles in Enfield have declined by -37.7% since 2011/12 and we are currently exceeding the stretch
					Measured Monthly	217	target which was set by the Mayor's Office for Policing and Crime. 12-month rolling data (which is monitored by MPS) shows Enfield to have increased by +7.3% compared to +5.5% across London (to 30th June).
Theft from the Person	477	53	89	129			Theft from the person offences are composed largely of pickpocket type offences and snatch thefts (predominantly where
	×	×	×	×	Measured Monthly	95	mobile phones are snatched from victims in the street). 12-month rolling data (which is monitored by MPS) shows Enfield to have increased by +12.9% compared to a -0.11% decrease across London (to 30th June). We remain significantly off meeting the long term stretch target of -20%, as set by the Mayor's Office for Policing and Crime, as we have seen a 5.5% increase since 2011/12.
Violence with Injury	2,332	194	423	629			Reported numbers of Violence with Injury have increased across both Enfield and London in the long term. This inc violent
	×	×	×	×	Measured Monthly	335	offences which may be associated with street gangs in addition to violence which takes place in the home. Enfield has experienced a decrease of $-1.2\%$ in the past 12-months compared to $+4.6\%$ across London (to 30th June). Approx 40% of violence with injury offences is domestic related. Nationally it is

Indicator	2015/16	April 2016	May 2016	June 2016	Q1 2016/17	Current Target	Latest Note
							estimated that as much as 50% of all violence goes unrepo the police particularly that which is domestic or familial, or which occurs as part of the night time economy. A conside amount of violence that is not reported to police is dealt w the London Ambulance Service and Accident & Emergency Departments. Locally we have worked to obtain this data in to improve our knowledge on geographic locations of viole that resources can be better coordinated and continue to w tackle both domestic and gang related violence.
otal Offences (MOPAC 7)	11,324	911	1,889	2,709			The Mayor's Office for Policing and Crime announced in 2011/12 that the Metropolitan Police would be measured
					Measured Monthly	2,701	against 7 neighbourhood crime targets, referred to as the MOPAC 7. An ambitious stretch target of -20% over the next four years was set for Burglary, Criminal Damage, Robbery, Theft from Motor Vehicles, Theft of Motor Vehicles, Theft from the Person and Violence with Injury. Enfield has noted a reduction in 'MOPAC 7' to date and is currently seeing a -16.6% reduction against this baseline see by the Mayor's Office for Policing and Crime. The largest single contributors to this target are Burglary and Violence with Injury, which combined account for over 45% of the MOPAC 7 crimes. 12-month rolling data (which is monitored by MPS) shows Enfield to have decreased by -0.5% compared to a +0.6% increase across London (to 30th June). Our analysis has also shown that areas of high density housing suffer from disproportionately high levels of crime and we are working to tackle this.
Number of Domestic Crimes	2,897			2,945			Data are not available for April and May. There is no local ta regarding the number of crimes of domestic violence. Dome
					Measured Monthly		Violence is significantly under-reported nationally therefore actively encourage victims to report offences to the police. Current data shows an increase in reported offences, which believed to be down to a number of factors, including impro- confidence and reporting to the police.

Indicator	2015/16	April 2016 May 2016 June 2016	Q1 2016/17	Current Target	Latest Note
Number of Domestic Violence cases referred to MARAC	678	Measured Quarterly	104		The Multi-Agency Risk Assessment Conference (MARAC) is a regular local meeting whereby information about high risk domestic violence victims is shared between local agencies. A co-ordinated plan is drawn up to support the victim. There is no specific target set with regards to the number of referrals.

(b) Health & Well Being											
Indicator	2015/	6	April 2016	May 2016	June 2016		Q1 2016/17		Current Target	Latest Note	
NDTMS Partnership Successful Completion Rate (%) for	26.0%	6	26.9%	24.8%	22.9%		22.9%				
all Drug users in treatment (aged 18+), excluding alcohol-only users:			Ø	<b></b>	Ø		Ø		21.4%		

## (c) MEQs, Complaints and FOIs

Indicator	2015/16	April 2016	May 2016	June 2016		Q1 2016/17		Current Target	Latest Note
All Departments - Complaints answered within 10 days	80.44%	Mar	Measured Quarterly						101/146 (69.2%) in Q1. Complaints logged on new CRM system
	×	Mea							from part way through June 2016. These cases not included in this data
Stage 1 Adult Social Care STATUTORY Complaints	93.48%					93.75%			Q1: 15 of 16 HHASC statutory scheme complaints closed in
Scheme – % replied to within agreed target (individually negotiated)		Mea	sured Quart	erly		<b></b>		92%	Quarter 1 answered within agreed timescales
All Departments - FOIs answered within 20 days	87.57%		Measured Quarterly			74.69%			180 of 241 (74.7%) inside target in Quarter 1. FOIs logged on
	×	Mea				×	95%		new CRM system from part way through June 2016. These cases not included in this data

Indicator	2015/16	April 2016 May 2016 June 2016	Q1 2016/17	Current Target	Latest Note
All Departments – MEQs answered within 8 days	87.43%	Measured Quarterly	82.85%	95%	1010/1219 (82.9%) in Q1. MEQs logged on new CRM system from part way through June 2016. These cases not included in this data

## (d) Other Corporate Indicators

Indicator		2015/16	April 201
Average Sick Days – Council Staff (rolling 4 quarters)		9.05	
		×	M
Internal Audit Programme – % of reviews completed	-	97.6%	M
I.T. incidents resolved within SLA High Priority (severity 1) resolved within 2 hours	-	100%	M
% of invoices paid within 30 days for all Departments		97.66%	95.89%
		$\bigtriangleup$	$\bigtriangleup$

				Q1
April 2016	May 2016	June 2016		2016/17
	-			9.40
Mea		×		
		4%		
Measured Quarterly				0
				100%
Measured Quarterly				<b></b>
95.89%	94.72%	94.92%		95.2%
$\bigtriangleup$	×	×		$\bigtriangleup$

Current Target	Latest Note
8.00	Data represents sickness absence for the period from 01.07.2015 to 30.06.16.
	Total days absence for Council Employees 32,064.97, averaging 9.4 days per FTE
1%	Completion rate increases significantly as the financial year progresses. In 15/16: Q1 – 4% completed (Target 1%); Q2 – 20% (target 26%); Q3 – 51% (target 50%); Q4 – 97.6% (Target 97%)
95%	130 Incidents all resolved in 2 hour SLA.
98%	June 2016: 94.92% (8,808 invoices inside target of 9,279 paid). April – June: 95.2% (24,479 invoices inside target of 25,713 paid)