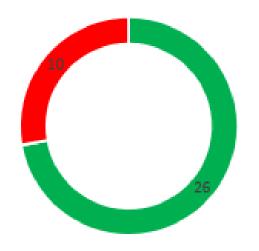


## Appendix C: Quarter 3 Key Performance Indicators 2022/23

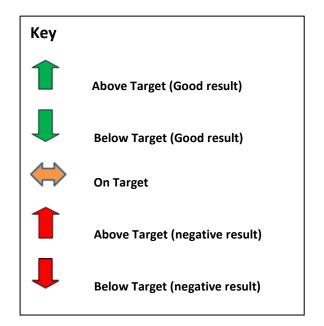
Overview

**KPI** Target Analysis



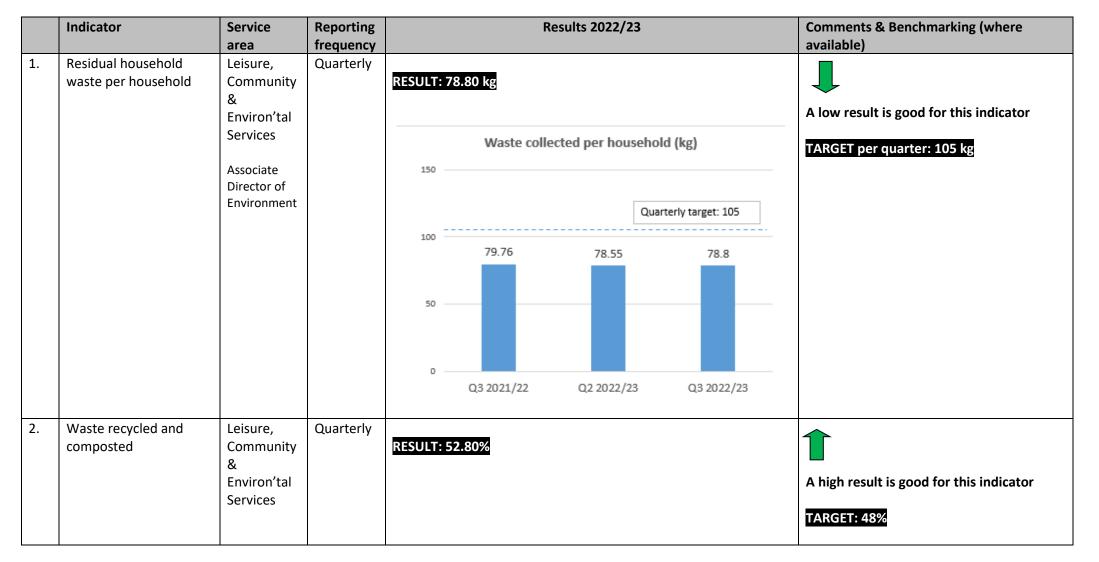
Within target Outside of target

Graphic showing key performance indicators with targets that are reported in Q3.





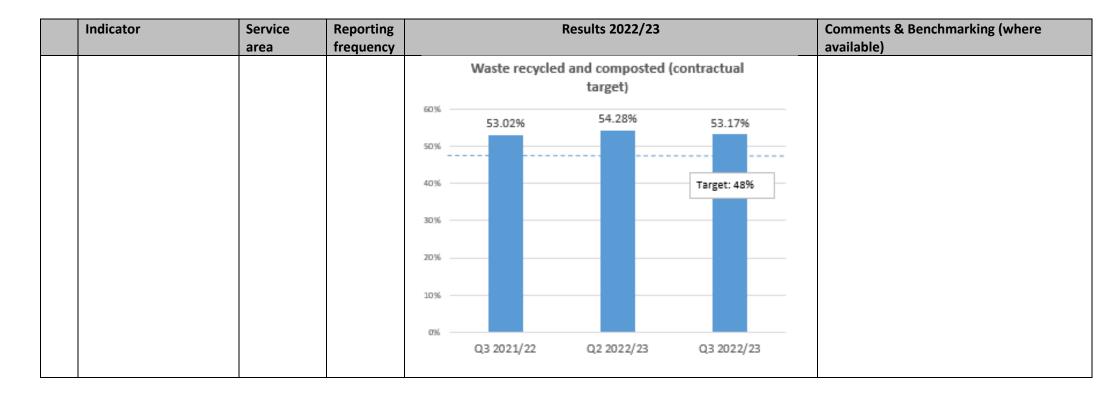
## Council Plan Theme: A greener, brighter future

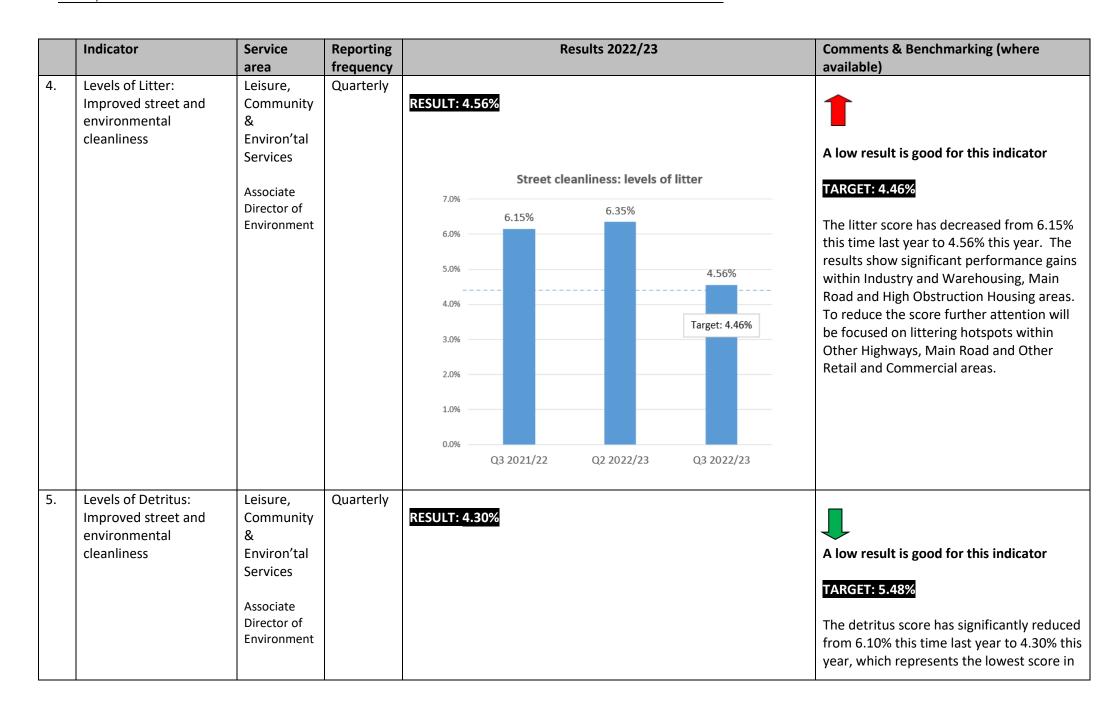




	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
		area Associate Director of Environment	frequency	Waste recycled and composted           70%	available) The dry hot summer contributed to the lower green waste tonnages, although the result has still exceeded the target.
3.	Recycled household kerbside collection services (Veolia contract target)	Leisure, Community & Environ'tal Services Associate Director of Environment	Quarterly	0% Q3 2021/22 Q2 2022/23 Q3 2022/23 RESULT: 53.17	A high result is good for this indicator TARGET: 48% See commentary for indicator 2.







	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
				Street cleanliness: levels of detritus 8% 7.52% 7% 6.10% 7% 6.10% 7% 4.30% 4.30% 4.30% 4.30% 7.52% 4.30% 4.	the past seven years. This score has been achieved despite the challenging circumstances, caused by the long autumn season, and the early cold spell of weather. Although there were larger leaf accumulations found during the survey than normal for the time of year (due to the late leaf drop), the leaves in many cases had not broken down into detritus. There was a good level of performance across all areas, however in order to achieve further performance gains, attention will be directed towards Other Highways, Main Roads and Recreational areas in time for the next survey.
6.	Levels of Graffiti: Improved street and environmental cleanliness	Leisure, Community & Environ'tal Services Associate Director of Environment	Quarterly	RESULT: 3.97%	A low result is good for this indicator TARGET: 3.71% The graffiti score has increased from 2.18% this time last year to 3.97% this year, which is slightly above target. Graffiti levels remain low in most areas, however the result reflects a spate of graffiti occurring in Other Highway, Main Road, Main Retail and Commercial and Other Retail and Commercial areas. These locations will be



	Indicator	Service	Reporting	Results 2022/23	Comments & Benchmarking (where
		area	frequency	Street cleanliness: levels of graffiti           4.0%         3.97%           3.5%	available) targeted to bring the score back down ahead of the next survey.
				2.5% 2.18% 2.0% 1.5% 0.5% 0.0% 03 2021/22 Q2 2022/23 Q3 2022/23	
7.	Levels of Fly Posting: Improved street and environmental cleanliness	Leisure, Community & Environ'tal Services Associate Director of Environment	Quarterly	RESULT: 0.79%	A low result is good for this indicator TARGET: 0.36% The fly posting score has decreased from 1.59% this time last year to 0.79% this year. The results show a reduction in fly posting levels found in most areas, with only 4 adverse grades recorded, which were due

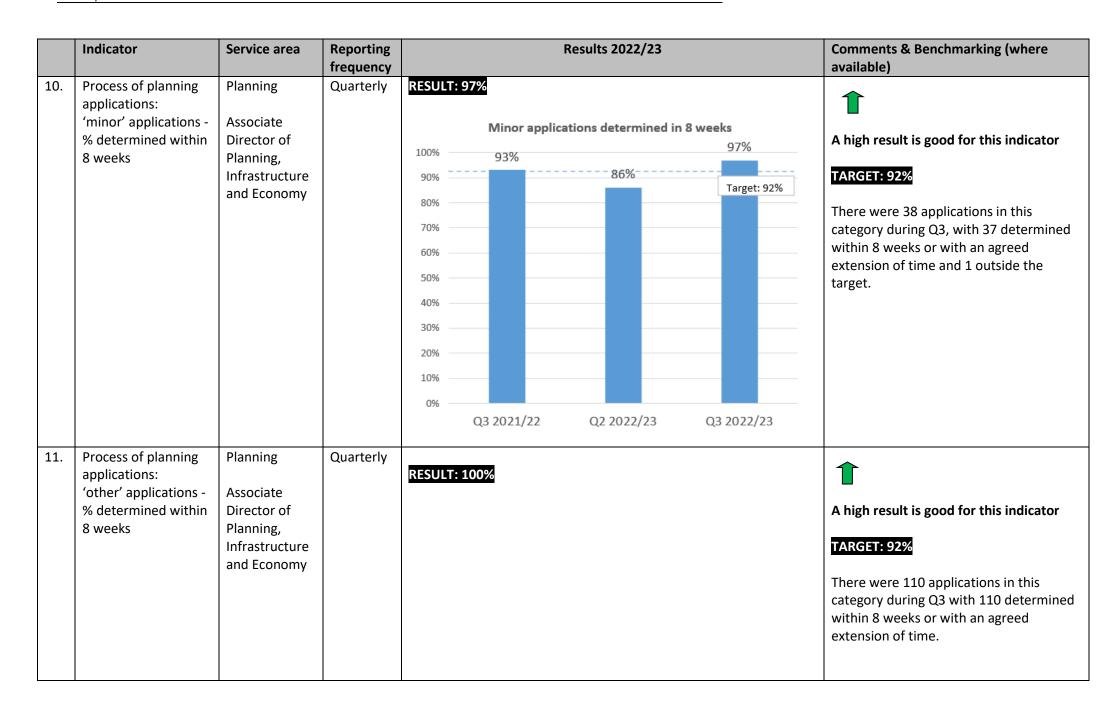


	Indicator	Service	Reporting	Results 2022/23	Comments & Benchmarking (where
		area	frequency		available)
				2.00% Street cleanliness: levels	of fly by to two estate agent boards (Main Road areas), business fly posting (Industry and Warehousing area), and an out-of-date highway works notice (Other Retail and
				1.59%	Commercial Area). Operatives will continue to monitor, spot and remove fly posters in all areas.
				1.00%	0.79%
				0.50% Target: 0.36%	
				0.00% Q3 2021/22 Q2 2022/23 (	Q3 2022/23
8.	Number of Green Flag awards achieved	Parks Heritage and Culture	Annual	RESULT: 17	1
		Associate			A high result is good for this indicator
		Director of Environment			TARGET for 2022/23: 16



## Council Plan Theme: An inspiring, thriving and creative town

	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
9.	Processing of planning applications: 'major' applications - % determined within 13 weeks	Planning Associate Director of Planning, Infrastructure and Economy	Quarterly	RESULT: 50%         Major applications determined in 13 weeks         100%       100%         90%          90%          80%          70%          60%          50%       50%         90%          80%          80%          90%          90%          90%          90%          90%          90%          90%          90%          90%          90%          90%	<ul> <li>A high result is good for this indicator</li> <li>TARGET: 90%</li> <li>There were 2 applications in this category during Q3 with 1 determined within 13 weeks or with an agreed extension of time and 1 outside the target.</li> <li>19/01412 VAR was not determined within the 13 week period due to a number of delays, including negotiating the S106 agreement.</li> </ul>





	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
			Trequency	Other applications determined in 8 weeks           100%         94%         96%         100%           80%         Target: 92%         60% <td></td>	
12.	Penalty Charge Notices issued	Parking Associate Director of Environment	Quarterly	Q3 2021/22 Q2 2022/23 Q3 2022/23 <b>RESULT: 8,402</b>	No target is set for penalty charge notices in line with national guidelines. The figure is inclusive of bus gate PCN's. October = 2,550 / Bus Gate – 437 November = 2,567 / Bus Gate - 359 December = 2,249 / Bus Gate - 240



	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
				Penalty charge notices issued	
				9,686	
				8,000 7,367	
				6,000	
				4,000	
				2,000	
				0 Q2 2021/22 Q2 2022/23 Q3 2022/23	
13.	Tribunal appeals (won/lost/not contested)	Parking Associate Director of Environment	Quarterly	<b>RESULT</b> There was 1 appeal logged during Q3, which was won by WBC.	No target set.
14.	Reasons for appeals lost (narrative measure)	Parking Associate Director of Environment	Quarterly	Not applicable for Q3, as no appeals were lost during this period.	



## Council Plan Theme: A diverse, happy and healthy town

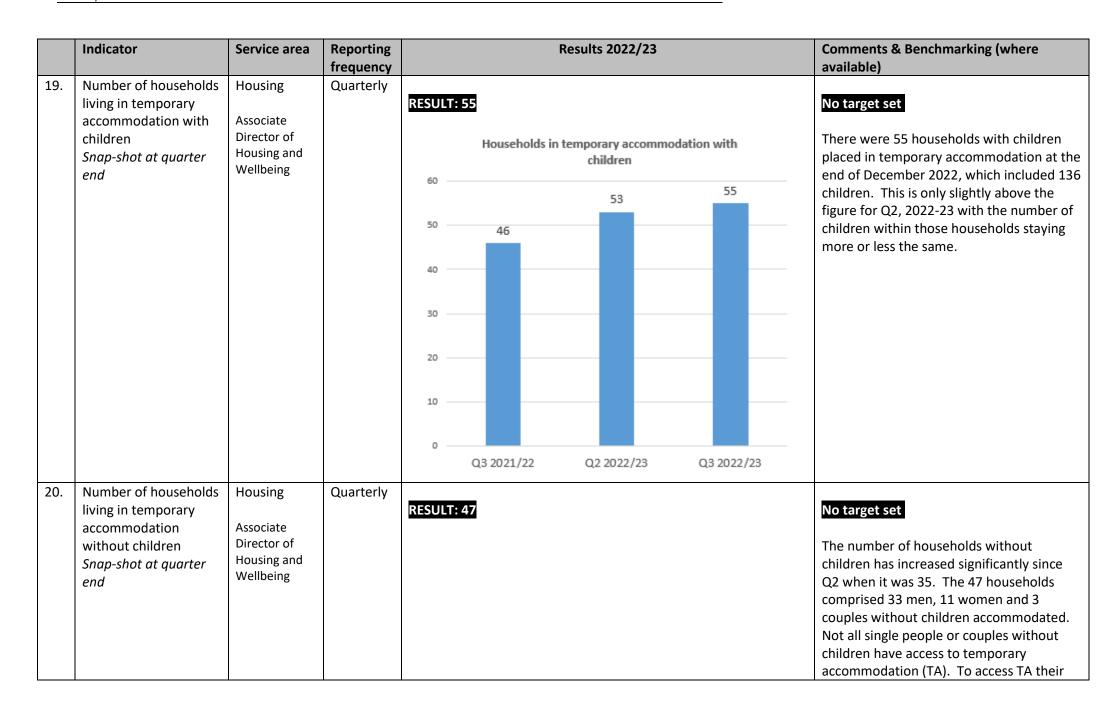
	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
15.	Affordable homes completions, including social / affordable rent, affordable sales and starter homes.	Housing Associate Director of Housing and Wellbeing	Biannually	This indicator is reported at the end of Quarter 2 and at the end of the year.	(Starter homes do not contribute to reduction in homeless households on the waiting list or in temporary accom.)
16.	Number of statutory homeless	Housing Associate Director of Housing and Wellbeing	Quarterly	Number of statutory homeless         20	No target set The number of cases where the council has accepted a statutory duty to house (aka main duty) remains at a low level. See indicator 17 regarding reasons for homelessness.



	Indicator	Service area	Reporting frequency	Results 2022/23		Comments & Benchmarking (where available)
17.	Indicator Reasons for homelessness Narrative indicator	Service area Housing Associate Director of Housing and Wellbeing	• •	The reasons for homelessness among those to whom the Reason for loss of last settled home Family no longer willing or able to accommodate End of private rented tenancy - assured shorthold tenancy Other End of social rented tenancy Eviction from support housing Relationship with partner ended (non-violent breakdown) Domestic abuse	council acc Result Q3 2022/23 3 3 0 0 0 2 2 1 1	available)
				End of private rented tenancy - not assured shorthold tenancy Property disrepair Friends no longer willing or able to accommodate Fire, flood or other emergency Left institution with no accommodatiion available	0	
				Home no longer suitable due to disability/ill health Unaffordable accommodation Total	0 0 12	
18.	Number of households living in temporary accommodation Snap-shot at quarter end	Housing Associate Director of Housing and Wellbeing	Quarterly	RESULT: 102		A low result is good for this indicator



Indicator	Service area	Reporting	Results 2022/23	Comments & Benchmarking (where available)
Indicator	Service area	Reporting frequency	Results 2022/23 Households in temporary accommodation	available)There has been a surge in the number of households in temporary accommodation in the last three months with more than 100 households being accommodated at any one time since mid-November 2022. Until recently there were a large number of new homes handed over by housing 
				increases are possibly linked to the cost of living crisis. Conversely, cases have gone





	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
				Households in temporary accommodation without children	support needs will usually mean they high levels of vulnerability.
				50 47	
				45	
				40 36	
				35	
				30	
				25	
				20	
				15	
				10	
				0	
				Q3 2021/22 Q2 2022/23 Q3 2022/23	
21.	Rough sleepers within the authority area	Housing	Annual	NOVEMBER 2022 RESULT: 10	
	Snap shot taken on	Associate Director of			A low result is good for this indicator
	one night in November	Housing and			A low result is good for this indicator
		Wellbeing			TARGET: 5
					This is up by 4 since the previous year. In
					addition, despite a winter night shelter with 10 beds (available from 1 December
					2022 until 31 March 2023) there continues

	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
					to be between 5 and 6 rough sleepers on the streets . The winter night shelter beds are fully utilised on most nights.
22.	Throughput of Watford Leisure Centre: Woodside	Leisure, Community & Environ'tal Services Associate Director of Environment	Quarterly	RESULT: 146,653         Throughput Watford Leisure Centre - Woodside         160,000       150,703       146,653         140,000       104,249       100,000         100,000       104,249       100,000         60,000       0       0         40,000       0       0         20,000       0       0         0       0       0         0       0       0         0       0       0         0       0       0	No target set at this time Q3 usually sees a decrease in participation leading up to the Christmas period. SLM takes this opportunity to increase marketing for all sessions. In Q3 Fortis Challenges were promoted in addition to a £1 joining fee campaign.
23.	Membership of Watford Leisure Centre: Woodside	Leisure, Community & Environ'tal Services Associate Director of Environment	Quarterly	RESULT: 4,985	No target set at this time Q3 usually sees a decrease in participation leading up to the Christmas period. The service introduced a new referral campaign, accessed through the app, to refer a friend to get one month membership for free.



	Indicator	Service area	Reporting frequency	Results 2022/23 Comments & Benchmarking (whe available)	ere
				Membership Watford Leisure Centre - Woodside	
				5,163 4,985	
				4,000	
				3,000	
				2,000	
				1,000	
				Q3 2021/2022 Q2 2022/2023 Q3 2022/2023	
24.	Watford Leisure Centre - Woodside -	Leisure, Community	Quarterly	RESULT: 2,079 No target set at this time	
	swimming lessons take up	& Environ'tal Services		Q3 usually sees a decrease in part	-
		Associate Director of Environment		leading up to the Christmas period On the Everyone Active App, mem now use a QR code to sign up to s lessons.	nbers can



	Indicator	Service area	Reporting frequency	Results 2022/23 Comments & Benchmarking (v available)	vhere
				Swimming Lessons take up - Woodside	
				2,189 2,079	
				1,500	
				1,000	
				500	
				Q3 2021/2022 Q2 2022/2023 Q3 2022/2023	
25.	Throughput of Watford Leisure Centre: Central	Leisure, Community & Environ'tal Services Associate Director of Environment	Quarterly	RESULT: 109,486 The closure of West Herts Colle Christmas period impacted on throughput numbers, in addition usual decrease in participation to Christmas period. SLM take opportunity to increase market sessions.	Q3 on to the leading up s this



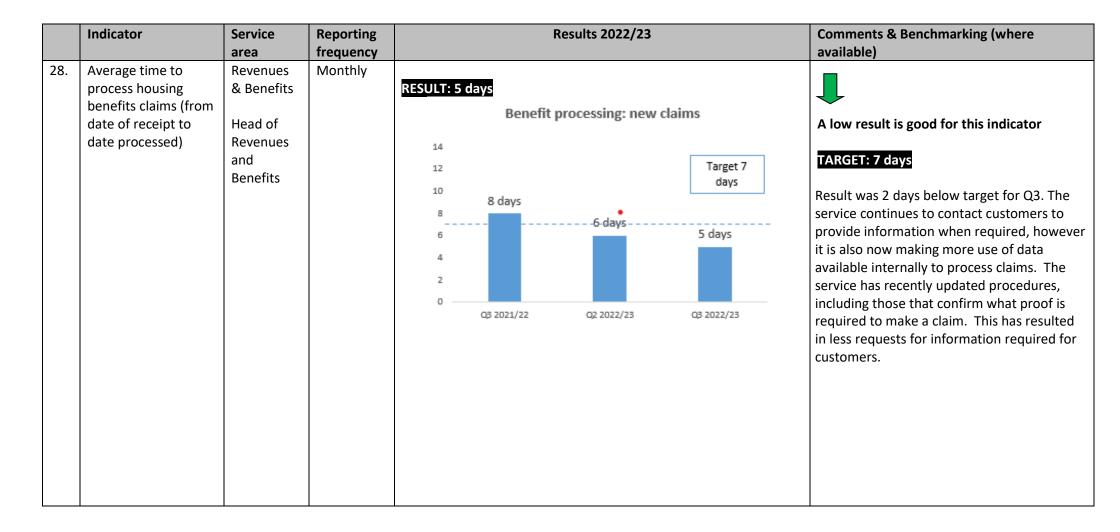
	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
				Throughput - Watford Leisure Centre Central 180,000 160,000 140,000 120,000 80,000 59,512 60,000 0 Q3 2021/2022 Q2 2022/2023 Q3 2022/2023	
26.	Membership of Watford Leisure Centre: Central	Leisure, Community & Environ'tal Services Associate Director of Environment	Quarterly	RESULT: 3,290	No target set at this time Q3 usually sees a decrease in participation leading up to the Christmas period. The service introduced a new referral campaign, accessed through the app, to refer a friend to get one month membership for free.

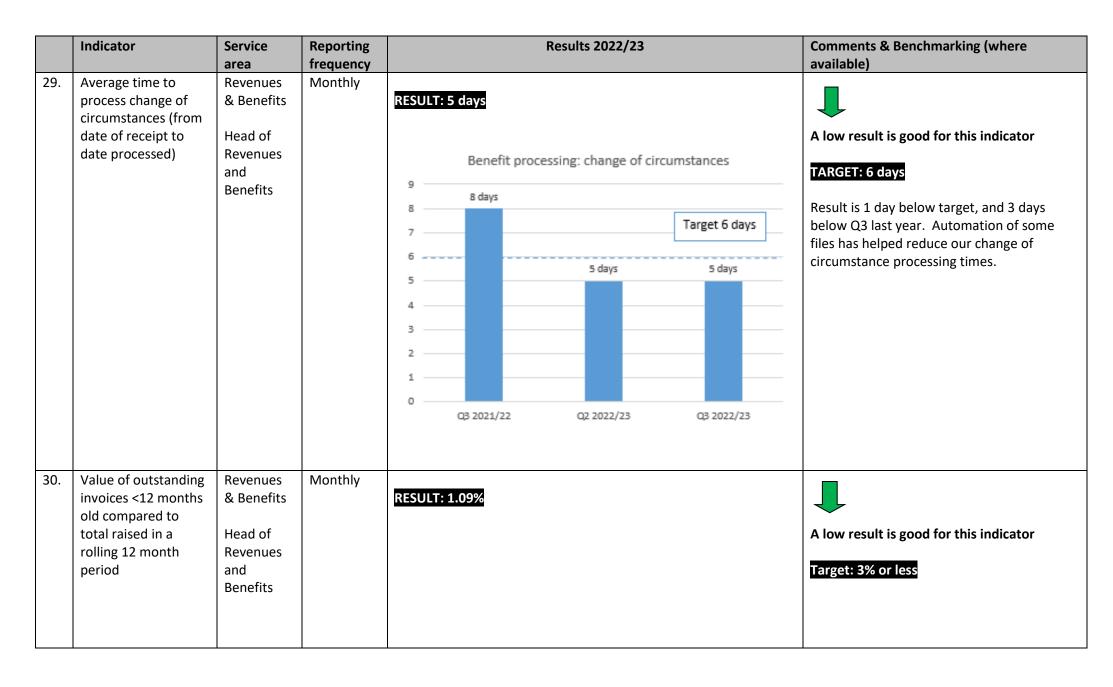


	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
27	Watford Leisure Centre – Central - swimming lessons take up	Leisure, Community & Environ'tal Services Associate	Quarterly	Membership - Watford Leisure Centre Central 3,729 3,000 2,548 2,000 1,500 0 0 0 0 0 0 0 0 0 0 0 0	No target set at this time Q3 usually sees a decrease in participation leading up to the Christmas period. The service introduced a new referral campaign,
		Director of Environment			accessed through the app, to refer a friend to get one month membership for free.



Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
			Watford Leisure Centre - Central - swimming lesson take up 1,870 1,800 1,400 1,200 1,046 1,000 800 600 400 200 0 0 0 0 0 0 2022022/023 02 2022/2023 03 2022/2023	







	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
31.	Value of outstanding invoices over 12 months	Revenues & Benefits Head of Revenues and Benefits	Monthly	RESULT: 15.25%	A low result is good for this indicator Target: 10 % or less This figure excludes secured charging orders of £28,068.42
32.	% payment classified as 'LA error'	Revenues & Benefits Head of Revenues and Benefits	Monthly	RESULT: 0.07%LA error arises when a mistake is made and/or the council have been slow in processing changes resulting in overpayments. If the overall LA error rate is :>0.54% - NIL subsidy received on overpayments caused by LA error<0.54>0.48% - 40% subsidy received on overpayments caused by LA error<0.54% 100% subsidy received	A low result is good for this indicator Target: 0.48% or less
33.	Collection rates of council tax	Revenues & Benefits Head of Revenues and Benefits	Monthly	RESULT: 80%	A high result is good for this indicator Target for 2022/23 : 97% Quarter 3 target: 73%



	Indicator	Service	Reporting	Results 2022/23	Comments & Benchmarking (where
		area	frequency		available)
					The result is 0.6 % down on last year, however still on track to reach the end of year target. The reduction when compared with last year is largely because of the ERG payment credits being refunded.
34.	Collection rates of	Revenues	Monthly		
	NNDR	& Benefits Head of Revenues and Benefits		RESULT: 83.04%	A high result is good for this indicator Target for 2022/23 : 97% Quarter 3 target: 73% The result is 4.31% up on last year, and on track to reach the end of year target. The increase when compared with last year is mainly due to no additional retail relief in 2022/23.
35.	Creditor payments paid within 30 days	Finance Head of Revenues and Benefits	Quarterly	RESULT: 98.74%	No target set at this time Cumulative data shows 98.74% of invoices have been paid within 30 days.



	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
36.	Sickness absence (working days lost per employee, rolling 12 month rate)	Human Resources Head of HR	Monthly	RESULT: 4.08 days	A low result is good for this indicator TARGET: 5 days
37.	Staff sickness – long term / short term	Human Resources Head of HR	Monthly	RESULT: Short term absences – 61 Long term absences – 1 Comparison with Quarter 2: Short term absences -36 Long term absences - 3 These figures relate to absences started within the relevant quarter.	No target set
38.	Staff satisfaction taken from PDRs	Human Resources Head of HR	Monthly	<b>RESULT: 7.6</b> The PDR cycle was launched at the end of June with a target completion date of 31st August. The completion date was then extended to the 14 <sup>th</sup> of October.	A high result is good for this indicator TARGET: 7.5



	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
39.	Staff motivation taken from PDRs	Human Resources Head of HR	Monthly	<b>RESULT: 7.9</b> The PDR cycle was launched at the end of June with a target completion date of 31st August. The completion date was then extended to the 14 <sup>th</sup> of October.	A high result is good for this indicator
40.	PDRs completed on time	Human Resources Head of HR	Annual	RESULT: 76.9% The PDR cycle was launched at the end of June with a target completion date of 31st August. The completion date was then extended to the 14 <sup>th</sup> of October.	TARGET: 100%



	Indicator	Service	Reporting	Results 2022/23	Comments & Benchmarking (where
		area	frequency		available)
41.	Return to work interviews carried out on time	Human Resources Head of HR	Monthly	RESULT: 68.50%	A high result is good for this indicator TARGET: 100% The primary reason for late completion is employee or manager being on annual leave.
42.	ICT service: Missed calls to the helpdesk	ICT Associate Director of ICT & Shared Services	Monthly	RESULT: 2%	A low result is good for this indicator TARGET: 8% Watford BC / Three Rivers DC – shared result. Service desk answered 90% of calls within 20 seconds. Telephone contact with the service desk was an average of 23% of contact channels used in the quarter. This is similar to Q2.



	Indicator	Service	Reporting	Results 2022/23	Comments & Benchmarking (where
43.	Customer satisfaction survey Responses where the service has been rated as meeting or exceeding expectations.	area ICT Associate Director of ICT & Shared Services	<b>frequency</b> Monthly	RESULT: 93%	available)No target set. Narrative indicatorAverage of 147 surveys completed each month. 11 survey rated the service as poor during Oct-Dec. One of these was an error by the user who was happy with the service but clicked the wrong score. The rest have been followed up by Littlefish and are reviewed at monthly service meetings. Users are not always putting a reason for their score and they are followed up. Littlefish will be copying W3R ICT into the follow-up e-mails going forward to encourage responses.
44.	First time fix (first time fix statistics are calculated by the ME system as an incident being closed 30 minutes post creation)	ICT Associate Director of ICT & Shared Services	Quarterly	RESULT: 96%	A high result is good for this indicator TARGET: 45% Littlefish live is still the most popular contact channel. Littlefish first contact resolution remains high.
45.	Tickets closed per team	ICT Associate Director of ICT & Shared Services	Quarterly	RESULT: 94%	T A high result is good for this indicator TARGET: 80%



	Indicator	Service	Reporting	Results 2022/23	Comments & Benchmarking (where
		area	frequency		available) Continued consistent performance by Littlefish. ICT team promote the service desk as first point of contact.
46.	Tickets against service levels	ICT Associate Director of ICT & Shared Services	Quarterly	RESULT: 97%	A high result is good for this indicator TARGET: 95% ICT work closely with Littlefish to update knowledge articles so Littlefish can resolve tickets in a timely manner. Further work taking place on identifying areas where Littlefish can assist further with service requests.
47.	Network Uptime Local Area Network:	ICT Associate Director of ICT & Shared Services	Quarterly	<b>RESULT: 100%</b> Network uptime defined as availability of local area network across all primary sites, Watford Borough Council, Three Rivers District Council. This would be measured through P1 and major incident notification	A high result is good for this indicator TARGET: 99% No local network incidents in Q3.
48.	Core System Uptime:	ICT Associate Director of ICT & Shared Services	Quarterly	RESULT: 99.9% Core systems uptime defined as the available of all priority 1 applications. Downtime to be recorded as full system unavailable, not partial, the time from call logged to call resolution.	T A high result is good for this indicator TARGET: 99%



	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
					<ul> <li>This figure is calculated across 14 priority applications across both councils.</li> <li>Total of 3 Priority 1 incidents for Oct-Dec:</li> <li>1 – Oct</li> <li>2 – Nov</li> <li>0 – Dec</li> <li>October – incident logged with IDOX for</li> <li>WBC and resolved by them. Issue was resolved in 90 mins.</li> <li>November – one incident related to WBC elections IDOX. Issue was resolved in 30 minutes. One incident regarding Revenues and Benefits server affecting TRDC, resolved by Civica. Resolved in 105 minutes. Mitigation was applied to both councils.</li> <li>December – security incident was worked on by both Littlefish and W3R ICT Teams, including the roll-out of MFA.</li> </ul>
49.	Network Uptime Wide Area Network:	ICT Associate Director of ICT & Shared Services	Quarterly	<b>RESULT: 100%</b> Network uptime defined as availability of wide area network across all connected sites, Watford Borough Council, Three Rivers District Council, Batchworth and Wiggenhall Depots	<b>A high result is good for this indicator</b> <b>TARGET: 99%</b> No wide area network incidents recorded in Q3.



	Indicator	Service area	Reporting frequency	Results 2022/23	Comments & Benchmarking (where available)
50.	CSC - Channel mix (% transactions that customers self-serve)	Customer Services Associate Director of Customer and Corporate Services	Quarterly	* for those processes for which data is currently available, which are those that have been digitised on the Firmstep platform.	A high result is good for this indicator          TARGET 70%         The majority of online customer contact in Q3 was via the General enquiry online form.         See graph included with a break down of the services that the general enquiries related to.



