

## Annex A – Breakdown of final performance rating distribution

Personnel Area	Personnel Subarea	Improvement needed	Successful	Exceptional
Adult Social Care Services	Comms & Ops	4.3%	92.0%	3.7%
	Mental Health	1.9%	79.4%	18.7%
	Prac Develop	42.4%	57.6%	0.0%
	Public Health	12.2%	75.5%	12.2%
	QA Safeguarding	5.6%	94.4%	0.0%
	Ser Delivery	4.0%	95.8%	0.2%
	St Dir for ASC	0.0%	75.0%	25.0%
<b>Adult Social Care Services total</b>		<b>4.7%</b>	<b>91.4%</b>	<b>3.9%</b>
Business Services	Business Ops	2.3%	88.7%	9.1%
	Communications	3.6%	92.9%	3.6%
	Customer Serv	6.0%	81.9%	12.1%
	Finance	2.9%	90.5%	6.7%
	HR & Org Dev	5.6%	91.6%	2.8%
	Info Man & Tech	2.0%	84.8%	13.1%
	Policy & Perf	0.0%	54.3%	45.7%
	Proc&Com	5.8%	88.5%	5.8%
	Property	6.9%	85.6%	7.5%
	St Dir for BUS	0.0%	75.0%	25.0%
<b>Business Services total</b>		<b>3.8%</b>	<b>86.0%</b>	<b>10.1%</b>
Childrens Sch & Fam Service	Childrens Serv	8.4%	82.4%	9.2%
	Sch & Learning	6.2%	87.8%	6.0%
	Serv Yng People	2.3%	88.9%	8.8%
<b>Childrens Sch &amp; Fam Service total</b>		<b>6.1%</b>	<b>86.3%</b>	<b>7.5%</b>
Customer and Communities	Programme Team	3.1%	78.1%	18.8%
	St Dir for CC	0.0%	100.0%	0.0%
	Trade Standard	3.4%	92.3%	4.3%
<b>Customer and Communities total</b>		<b>3.3%</b>	<b>89.3%</b>	<b>7.3%</b>
Environment & Infrastructure	Economy, T&P	0.0%	93.8%	6.3%
	Emergency Mgt	0.0%	91.7%	8.3%
	Environment	0.7%	93.4%	5.9%
	Fire & Rescue	1.7%	97.4%	0.9%
	Highways	4.0%	89.4%	6.6%
	St Dir for E&I	0.0%	100.0%	0.0%
<b>Environment &amp; Infrastructure total</b>		<b>2.0%</b>	<b>94.9%</b>	<b>3.1%</b>
Legal, Demo & Cultural Service	Cultural Serv	3.1%	94.8%	2.1%
	Legal&Demo Ser	0.0%	95.0%	5.0%
	St Dir for LDC	0.0%	100.0%	0.0%
<b>Legal, Demo &amp; Cultural Service total</b>		<b>2.8%</b>	<b>94.8%</b>	<b>2.4%</b>
<b>Grand Total</b>		<b>4.6%</b>	<b>89.6%</b>	<b>5.8%</b>

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