



Huntingdonshire District Council

LGSS Performance Report

Quarter 3 2015/16

Presented by:

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Data prepared by: LGSS P&I Team

General Service Standards

| Measure | Description: | | | | | | | | | | Total Number | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----|--------------|-----|--|
| GSS.01 | Number of issue logs/feedback forms presented to LGSS from HDC | | | | | | | | | | 12 | | |
| Reported Monthly | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | |
| | 0 | 1 | 2 | 4 | 0 | 2 | 0 | 3 | 1 | | | | |
| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | |
| Recruitment | | | | 3 | | | | | | | | | |
| Payroll | | | | | | | | 1 | | | | | |
| OWD | | 1 | 1 | 1 | | 2 | | | 1 | | | | |
| HR Advisory | | | | | | | | 2 | | | | | |
| Total | 0 | 1 | 1 | 4 | 0 | 2 | 0 | 3 | 1 | | | | |
| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | |
| Systems failure | | 1 | 1 | | | 1 | | 1 | | | | | |
| General issue | | | | 1 | | 1 | | | 1 | | | | |
| Communications issue | | | | 3 | | | | 2 | | | | | |
| Compliments | | | | | | | | | | | | | |
| Total | 0 | 1 | 1 | 4 | 0 | 2 | 0 | 3 | 1 | | | | |
| Quarter 3 Commentary: Issues raised in quarter three - two relating to booking Occupational Health Appointments, one regarding new starters not pulling through into the financial management system and one relating to booking of a course | | | | | | | | | | | | | |

HR Strategic & Advisory

| Measure | Description | Contract Amount | | | | | | | | | 2015/16 To Date | | |
|-------------------------|---------------------------------------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----------------|-----|-----|
| HRA.01 | Number of days strategic HR advice provided | 20 days | | | | | | | | | 0.5 | | |
| | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Monthly Totals | | 0 | 0 | 0 | 0.5 | 0 | 0 | 0 | 0 | 0 | | | |
| Quarterly Totals | | 0.0 | | | 0.5 | | | 0.0 | | | | | |

Quarter 3 Commentary: LGSS will confirm how many strategic days are required for the additional policy requested.

| Measure | Description | | | | | | | | | | Total Number | | |
|---------------------------------------|-----------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------------|-----|-----|
| HRA.02 | The number of open cases being advised on by the HR team. | | | | | | | | | | 146 | | |
| | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Opening Number of Cases | | 52 | 49 | 44 | 50 | 62 | 60 | 53 | 56 | 46 | 0 | 0 | 0 |
| Appeals | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Capability - LT Sick | | 8 | 8 | 7 | 8 | 10 | 13 | 14 | 14 | 15 | | | |
| Capability - ST Sick | | 32 | 29 | 28 | 34 | 39 | 32 | 21 | 23 | 15 | | | |
| Capability - Perf | | 3 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | | | |
| Consultations | | 4 | 4 | 3 | 4 | 5 | 6 | 10 | 10 | 9 | | | |
| Dignity at Work | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | | | |
| Disciplinary | | 4 | 3 | 2 | 2 | 6 | 5 | 4 | 5 | 3 | | | |
| Employment Trib | | 1 | 1 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | | | |
| Grievance | | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | | | |
| Probation | | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | | | |
| New Cases Opened | | 5 | 8 | 15 | 21 | 18 | 6 | 11 | 4 | 6 | 0 | 0 | 0 |
| Appeals | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | | | |
| Capability - LT Sick | | 1 | 0 | 2 | 4 | 6 | 2 | 2 | 2 | 0 | | | |
| Capability - ST Sick | | 3 | 8 | 10 | 12 | 7 | 0 | 3 | 0 | 0 | | | |
| Capability - Perf | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Consultations | | 0 | 0 | 2 | 1 | 1 | 4 | 1 | 0 | 1 | | | |
| Dignity at Work | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | | |
| Disciplinary | | 0 | 0 | 1 | 4 | 2 | 0 | 3 | 1 | 0 | | | |
| Employment Trib | | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | | |
| Grievance | | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | | | |
| Probation | | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Current Cases Closed | | 8 | 13 | 9 | 9 | 20 | 13 | 9 | 14 | 9 | 0 | 0 | 0 |
| Appeals | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | | | |
| Capability - LT Sick | | 1 | 1 | 1 | 2 | 3 | 1 | 2 | 1 | 1 | | | |
| Capability - ST Sick | | 6 | 9 | 4 | 7 | 14 | 11 | 2 | 8 | 2 | | | |
| Capability - Perf | | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Consultations | | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | | | |
| Dignity at Work | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Disciplinary | | 1 | 1 | 1 | 0 | 3 | 1 | 2 | 3 | 0 | | | |
| Employment Trib | | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Grievance | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | | | |
| Probation | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Closing Number of Active Cases | | 49 | 44 | 50 | 62 | 60 | 53 | 55 | 46 | 43 | 0 | 0 | 0 |

Quarter 3 Commentary: 5 assimilation challenges were received as part of the ICT consultation.

Number of active cases being managed by type:

| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
|-------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Appeals | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | | | |
| Capability - LT Sick | 9 | 8 | 9 | 12 | 16 | 15 | 16 | 16 | 15 | | | |
| Capability - ST Sick | 35 | 37 | 38 | 46 | 46 | 32 | 24 | 23 | 15 | | | |
| Capability - Perf | 3 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | | | |
| Consultations | 4 | 4 | 5 | 5 | 6 | 10 | 11 | 10 | 10 | | | |
| Dignity at Work | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | | | |
| Disciplinary | 4 | 3 | 3 | 6 | 8 | 5 | 7 | 6 | 3 | | | |
| Employment Trib | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | | | |
| Grievance | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | | | |
| Probation | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | | | |
| Total - equal to opening number plus new cases | 57 | 57 | 59 | 71 | 80 | 66 | 64 | 60 | 52 | 0 | 0 | 0 |

| Measure | Description | Contract amount | | | | | | | | | 2015/16 to date | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------|-----|-----|-----|-----|-----------------------------|-----|-----|--------------------------------------|-----------------|-----|-----|
| HRA.03 | Number of Policies implemented from 2015/16 allowance | 5 | | | | | | | | | 0 | | |
| | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Policies Implemented | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Provisional Forward Plan - subject to change due to rationalisation of policies across the Shared Service | | | | | | | | | | | | | |
| Policy | | New or Review? | | | | | Scheduled Start Date | | | Scheduled Implementation Date | | | |
| 1. Cosmetic updates to policies | | Review | | | | | November 2015 | | | March 2016 | | | |
| a. Equality of Opportunity | | | | | | | | | | | | | |
| b. Stress | | | | | | | | | | | | | |
| c. Pay Policy | | | | | | | | | | | | | |
| d. Redundancy Policy | | | | | | | | | | | | | |
| 2. Disciplinary policy | | Review | | | | | November 2015 | | | March 2016 | | | |
| 3. Grievance Policy | | Review | | | | | November 2015 | | | March 2016 | | | |
| 4. Dignity at Work Policy | | Review | | | | | November 2015 | | | June 2016 | | | |
| 5. Variables Policy | | New | | | | | November 2015 | | | June 2016 | | | |
| 6. Recruitment Policy | | New | | | | | January 2016 | | | June 2016 | | | |
| Quarter 3 Commentary: A sixth policy has been added and this will be resourced from the strategic days allowance as it is in excess of the contracted amount. | | | | | | | | | | | | | |

HR Transactions

| Measure | Description | | | | | | | | | | | 2015/16 Target |
|------------------------|----------------------------------------------------------------------------------------------------------------|-----|-----|---------|-----|-----|---------|-----|-----|-------|-----|----------------|
| PHT.01 | Number of employment contracts issued against statutory timescale of 8 weeks from notification of new starter. | | | | | | | | | | | 100.00% |
| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Total Contracts issued | 14 | 18 | 19 | 12 | 13 | 16 | 16 | 18 | 19 | | | |
| Contracts with 8 weeks | 14 | 18 | 19 | 12 | 13 | 16 | 16 | 18 | 19 | | | |
| Quarterly Percentage | 100.00% | | | 100.00% | | | 100.00% | | | 0.00% | | |
| RAG Status | G | | | G | | | G | | | | | |

| Measure | Description | | | | | | | | | | | 2015/16 Target |
|----------------------------|---------------------------------------------------------------------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-----|----------------|
| PHT.02 | Employees paid on time and accurately, based on emergency payments and supplementary payment runs | | | | | | | | | | | 95.00% |
| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Total Payroll Accuracy | 99.48% | 98.22% | 99.60% | 99.48% | 99.04% | 98.76% | 99.19% | 98.87% | 99.57% | | | |
| LGSS Inaccuracy Percentage | 0.31% | 0.59% | 0.10% | 0.31% | 0.19% | 0.10% | 0.30% | 0.10% | 0.11% | | | |
| HDC Inaccuracy Percentage | 0.21% | 1.19% | 0.30% | 0.21% | 0.77% | 1.14% | 0.51% | 1.03% | 0.32% | | | |
| LGSS Quarterly Average | 0.33% | | | 0.20% | | | 0.17% | | | 0.00% | | |
| HDC Quarterly Average | 0.57% | | | 0.71% | | | 0.62% | | | 0.00% | | |
| RAG Status | G | | | G | | | G | | | | | |

December Commentary: Payroll, 0.11% (1 Software Fault 0.11%). External, Revenues 0.10% (1 incorrect absence reporting), IMD Development 0.11% (Annual Leave Payment omitted from leaver form), One Leisure Huntingdon 0.11% (1 Late submission of OT).

November Comments: Payroll, 0.10% (Back Pay not processed). External, One Leisure Huntingdon 0.21% (2 non notifications of new starters), One Leisure Ramsey 0.10% (1 non notification of additional post), One Leisure Sawtry 0.31% (2 non notifications of additional posts, 1 non notification of new starter), One Leisure St Ives 0.10% (1 non notification of new starter), Revenues 0.31% (1 mileage claim submitted in wrong format, 2 emps incorrectly reported as returned to work from sickness while in half or nil pay).

October Comments: Payroll, 0.30% (1 Data omitted on input 0.10%, 1 Wrong input 0.10% & 1 Software Fault 0.10%). External, Call Centre 0.10% (1 Late notification of leaver), One Leisure Sawtry 0.10% (1 Late notification of starter), One Leisure Huntingdon 0.10% (1 Late notification of starter), CCTV 0.10% (1 Late notification of leaver), One Leisure St Ives 0.11% (1 Late notification of leaver).

| Measure | Description | | | | | | | | | | 2015/16 Target | |
|--------------------------------------------------|---------------------------------------------------------------------------|------|------|------|------|------|------|------|------|-----|----------------|-----|
| PHT.03 | Payroll Reports produced in line with statutory and service requirements. | | | | | | | | | | 100.00% | |
| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Report produced in time for fixed term contracts | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | | | |
| RAG Status | G | | | G | | | G | | | | | |
| Monthly reports produced for sickness statistics | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | | | |

Organisational Workforce and Development (OWD)

| Measure | Description (OWD typical planned monthly provision is 2000 course places per month) | Contract Amount | 2015/16 To Date | | | | | | | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|
| OWD.01 | Number of course places delivered against those requested. <i>The request relates to the month of the course - not the month of the request. If course has number of days next to it, total should be divided by number of days to give delegate total.</i> | offer up to an average of 500 course (DAY/HDC only) places (or equivalent) | 146 | | | | | | | | | | | |
| | | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Number of (DAY/HDC only) places delivered | | | 1 | 28 | 9.5 | 11.5 | 8.5 | 22 | 25 | 20 | 9.5 | | | |
| Number of places cancelled/non attended | | | 0 | 0.5 | 0 | 0.5 | 0 | 2 | 3 | 2 | 3 | | | |
| Number of places requested | | | | | | | | | | | | 70 | 15 | 12 |
| Cumulative Total - delivered and forecast | | | 1 | 29.5 | 39.0 | 51.0 | 59.5 | 83.5 | 111.5 | 133.5 | 146.0 | 216.0 | 231.0 | 243.0 |
| Quarter 3 Comments: Number of places requested for January 2016 high number includes 15 people from Operations and One Leisure undertaking four day IOSH course. | | | | | | | | | | | | | | |

| Delivered | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
|------------------------------------------------------------------------|----------|-----------|------------|-------------|------------|-----------|-----------|-----------|------------|----------|----------|----------|
| Appraisal Training | | 28 | | | | | 0.5 | | | | | |
| Managing and Dealing with Conflict | | | | | | | | 2 | | | | |
| Managing Change Successfully | | | | | | | | 2 | | | | |
| Building High Performance Teams | | | | | | | | 1 | | | | |
| Customer Experience | | | | | | | | | 5 | | | |
| Time Management | | | | | | | | | 1 | | | |
| Emergency First Aid | | | | | | | | 8 | 1 | | | |
| Project Management | 1 | | 2 | | | 2 | | | | | | |
| Managing the Well-Being of Your Staff (Half Day) | | | 2.5 | | | | | | | | | |
| Minute Taking | | | 1 | | | | | | | | | |
| Performance Management and Appraisal For Managers | | | 1 | | | | | | | | | |
| Recruitment and Selection (Half Day) | | | 2 | | | | | | 0.5 | | | |
| Developing Critical Thinking | | | 1 | | | | | | 1 | | | |
| Corp Induction (Half Day) | | | | 9.5 | | | 9.5 | | | | | |
| Assertiveness | | | | 1 | | | | | | | | |
| Planning for Retirement | | | | 1 | | | | 1 | | | | |
| Managing your Future - Selling your skills and achievements (Half Day) | | | | | 6 | | | | | | | |
| Coaching Power Hours | | | | | 0.5 | | | | | | | |
| Making a Financial Case | | | | | 2 | | | | | | | |
| Becoming an Effective leader | | | | | | 1 | | | | | | |
| Developing Future Services | | | | | | 2 | | | 1 | | | |
| Improving Team Communications | | | | | | 1 | | | | | | |
| Leading an Empowered Organisation (Three Day) | | | | | | 6 | | 6 | | | | |
| Specification Writing | | | | | | 4 | | | | | | |
| High Impact Communication and Influencing | | | | | | 2 | 2 | | | | | |
| Essential Skills for Aspiring & New Managers | | | | | | | 2 | | | | | |
| Exceptional Administrator | | | | | | | 1 | | | | | |
| Motivating Yourself & Your Team with DRIVE | | | | | | | 1 | | | | | |
| Train the Trainer - HDC Countryside Services | | | | | | | 9 | | | | | |
| Situational Leadership (Two Day) | | | | | | 4 | | | | | | |
| Total | 1 | 28 | 9.5 | 11.5 | 8.5 | 22 | 25 | 20 | 9.5 | 0 | 0 | 0 |

| Measure | Description | 2015/16 To Date | | | | | | | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| OWD.02 | Number of supported E-Learning Courses completed | 272 | | | | | | | | | | | |
| | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Number of accounts open | | 337 | | | 367 | | | 364 | | | | | |
| Number of Completed online courses | | 23 | 33 | 40 | 46 | 20 | 11 | 25 | 32 | 42 | | | |
| Quarter 3 Commentary: Figures for completed courses have been verified. There has an issue with the elearning module for information security not pulling information through regarding completions. This has now been rectified which explains the increase in numbers for the first quarter. Spreadsheet with information regarding completions April to September sent to Laura separately. Review of online accounts currently underway - reduction likely in quarter four. | | | | | | | | | | | | | |

| Measure | Description | Contract Amount | 2015/16 To Date | | | | | | | | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| OWD.03 | Number of candidates undertaking Vocational Qualifications / Institute of Leadership and Management | Offer 20 | 13 | | | | | | | | | | | |
| | | | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| Active learners | | | 13 | 10 | 10 | 9 | 9 | 8 | 4 | 8 | 15 | | | |
| New registrations | | | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 7 | 0 | | | |
| Withdrawn/ Expired | | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Completed | | | 3 | 1 | 1 | 0 | 1 | 4 | 1 | 0 | 1 | | | |
| Quarter 3 Commentary: Numbers of learners increased - still opportunity for more. OneLeisure have enquired about award in education and training- waiting dates and numbers from Pete Corley. IOSH qualification for Operations and OneLeisure will be offset against course places. | | | | | | | | | | | | | | |

| Measure | Description | 2015/16 Target | | | |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----|-----|----|
| OWD.04 | % score of 3 (out of 4) or above on training evaluation question "the session was of a direct value to my work" on courses delivered across the year. | 95% | | | |
| | | Q1 | Q2 | Q3 | Q4 |
| Quarterly average | | 97% | 97% | 96% | |
| RAG Status | | G | G | G | |
| Quarter 3 Commentary: Courses still continue to receive good feedback. | | | | | |

| Measure | Description | Contract Amount | 2015/16 To Date | |
|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|----|
| OWD.05 | Number of OWD Consultancy Days provided to senior managers to assist with understanding of workforce needs – design and deliver specifically tailored training | 35 days | 12.5 | |
| Project Title | Q1 | Q2 | Q3 | Q4 |
| Senior Management discussions | 0.5 | 0 | | |
| Corporate Induction review | 2 | 1 | | |
| Ad hoc advice | | 2 | 2 | |
| Future work planning and followup | | 1 | | |
| Bespoke courses | | 2.5 | | |
| Additional MI queries and modifications | | 1 | 0.5 | |
| Quarter 3 Commentary: Additional MI queries and modifications predominately in respect of clarifying and refining data for Online accounts. | | | | |

| Measure | Description | Contract Amount | 2015/16 To Date | |
|---------|------------------------------------------------------------------------------------------------------|-----------------|-----------------|----|
| OWD.06 | Provide advice in the area of OWD training and development to support the strategic direction of HDC | 5 days | 0.5 | |
| Days | Q1 | Q2 | Q3 | Q4 |
| | 0 | 0.5 | 0 | |

| Measure | Description | Contract Amount |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------|
| OWD.07 | Provision of a development/assessment programme for or of senior/middle leaders and managers | 12 places or equiv time |
| Quarter 3 Commentary: Proposal sent to Jo Lancaster and Adrian Dobbyne. 11 November Adrian advised he wanted to discuss proposal with Jo. Message from Adrian 24 December - advising that other more pressing priorities taken over and would be picking this up in new year. Progress to date Clive Mason, Chris Stopford have attended High Impact Communication and Influencing. Jayne Wisely attending course in January/February. Chris Stopford has had one coaching session. | | 7 ongoing plans in place |

| Measure | Description | Contract Amount | 2015/16 To Date |
|---------------|------------------------------------------------------------------------------------------|-----------------|-----------------|
| OWD.08 | Host corporate management event for senior leaders and managers (or similar /equivalent) | 4 events | 0 |
| | | Q1 | Q2 |
| | | Q3 | Q4 |
| Events | | 0 | 0 |