









Board KPI's - Quarter 1

No	KPI	End Q4 Totals	YE Totals 21/22	22/23 Target	April 22 Result	May 22 Result	June 22 Result	End Q1 Totals	Movement since Q4	Result against Target (Qtr 1 end)
 Protect income levels, scrutinise our costs to maintain our financial strength, providing value for money services that support our social objectives										
1	Rent Collected	100.32%	100.32%	101%	99.38%	99.51%	101.86%	101.86%	↗	Green
2	Rent Loss on Voids	1.76%	1.76%	1.5%	1.87%	2.01%	2.08%	1.99%	↗	Red
3	Rent arrears as a proportion of total rent due	1.85%	1.85%	1.5%	1.82%	2.10%	2.03%	2.03%	↗	Red
4	Current Level of Bad Debt Write Off	0.15%	0.15%	3%	0.15%	0.15%	0.15%	0.15%	→	Green with Star
 Build new homes, invest in our properties & regenerate our communities										
5	Appointable repair jobs completed in target of 28 days	91.5%	92.3%	90%	90.86%	89.29%	83.49%	87.86%	↘	Orange
6	% of Emergency Repairs Responded to on Time	100%	100%	100%	100.00%	100.00%	100.00%	100.00%	→	Green
7	% Repairs completed at first visit	96.61%	96.67%	92%	96.73%	95.88%	95.43%	96.04%	↘	Green
8	% Satisfied with Repairs Service (Transactional)	87.00%	87.60%	90%	90.50%	87.60%	90.50%	89.50%	↗	Orange
9	Average number of void days	27	44.5	28	26	25	33	28	↗	Green
 Provide strong governance & collaborative leadership										
10	% of properties that had a gas safety check & record completed by anniversary date	99.99%	99.98%	100%	100%	100%	100.00%	100.00%	↗	Green
11	% of properties that had an electrical safety check & record completed by anniversary date	99.95%	99.97%	100%	99.93%	99.91%	99.91%	99.92%	↘	Red
12	Full compliance with Landlords Health and Safety Requirements									
13	% Customer complaints resolved at Stage 1 of complaint process	92.73%	91.32%	90%	90.48%	84.21%	92.86%	89.29%	↘	Orange
14	% Tenancies sustained in the first 12 months	100%	98.88%	94%	100%	100%	100%	100%	→	Green
15	Staff turnover	34%	34%	15%	52.20%	22.32%	22.56%	32.28%	↘	Red
16	Voluntary staff turnover	22%	22%	12%	44.64%	22.32%	22.56%	29.80%	↘	Red
17	Average days of sickness per employee	10.8	10.8	7.3	3.12	3.12	6.84	5.60	↘	Green

Trend since previous quarter:-

-  Figure increasing
-  Figure Static
-  Figure decreasing

Results against target

-  Target exceeded by 5% (stretch target, where applicable)
-  Target met
-  Within 5% of target (where applicable)
-  Target not met and outside 5% tolerance (where applicable)

Board compliance KPI's - Q1

No	Link to Strategic Objective	KPI	22/23 Target	End Q4 21/22	April Result	May Result	June Result	End Q1 Totals	Result against Target
Home Safety Check - Gas and Electrical Safety									
1a	Provide strong governance & collaborative leadership	Home Safety Check Due		1000	342	433	317	1092	
1b	Provide strong governance & collaborative leadership	Number of Home Safety Checks completed within the month		997	342	432	317	1092	
1c	Provide strong governance & collaborative leadership	Number of Gas Home Safety Checks not completed	0	0	0	0	0	0	
1d	Provide strong governance & collaborative leadership	Number of Electrical Home Safety Checks not completed	0	7	3	4	2	9	
Fire Safety									
2a	Provide strong governance & collaborative leadership	Percentage of communal areas with Fire Risk Assessments	100%	100%	100%	100%	100%	100%	
2b	Provide strong governance & collaborative leadership	Percentage of Fire Risk Assessments overdue	0%	0%	0%	0%	0%	0%	
2c	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 1 (High Risk)		0	0	0	1	1	
2d	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 2 (Medium Risk)		87	23	22	22	67	
2e	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 3 (Low Risk)		160	52	50	50	152	
Asbestos									
3a	Provide strong governance & collaborative leadership	Percentage of communal areas surveyed for asbestos	100%	100%	100%	100%	100%	100%	
3b	Provide strong governance & collaborative leadership	Percentage of communal asbestos surveys overdue for review	0%	0%	0%	0%	0%	0%	
3c	Provide strong governance & collaborative leadership	Number of recommended remedial actions (Removal Action)		0	0	0	0	0	
Legionella									
4a	Provide strong governance & collaborative leadership	Percentage of properties with communal water facilities that have been risk assessed	100%	100%	100%	100%	100%	100%	
4b	Provide strong governance & collaborative leadership	Percentage of risk assessments overdue for review	0%	0%	0%	0%	0%	0%	
4c	Provide strong governance & collaborative leadership	Number of recommended remedial action classed as PCAF (Immediate Risk)		3	0	0	1	1	
4d	Provide strong governance & collaborative leadership	Number of recommended remedial action classed as High Risk		2	6	1	4	11	
4e	Provide strong governance & collaborative leadership	Number of recommended remedial action classed as Medium Risk		1	2	2	3	7	
Disrepair									
5a	Provide strong governance & collaborative leadership	YTD - Number of disrepair claims received		13	0	5	1	6	
Periodic Electrical Testing									
6a	Provide strong governance & collaborative leadership	Percentage of properties not surveyed for electrical safety within the last 5 years	0	636	184	191	190	565	
6b	Provide strong governance & collaborative leadership	Percentage of C1, C2 or C3 actions not completed	0%	0.99%	0.98%	0.98%	0.99%	0.99%	
Passenger Lifts									
7a	Provide strong governance & collaborative leadership	Percentage of services due completed	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
7b	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 1 (Health and Safety Issue)		0	0	0	0	0	
7c	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 2 (Medium Risk)		3	2	1	1	4	
7d	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 3 (Low Risk)		1	1	1	1	3	




Board KPI Definitions

Ref	TP KPI	Data Owner	Indicator	Source of Data	Definition	What is included	What is not included	Formula (Average, Count etc)	Cumulative or Monthly	How is Qtrly Figure Produced (Count, Average)	How is year end figure (produced (Count, Average)	Confidence Level	Data Confidence Level
1		NT	Rent Collected	Orchard	Rent collected divided by rent due x 100	General needs, Supported,	Homeless, Garages, Write-offs, Shared owners, charges and adjustments	Count	Monthly	As at quarter end	Cumulative	High	High Method is robust Data is good
2		NT	Rent Loss on Voids	Orchard	All void rent loss in period divided by all expected charges x 100	General needs, Supported	Homeless, Shared owners,	Percentage	Monthly	As at quarter end	As at Q4	High	High Method is robust Data is good
3	Y	NT	Rent arrears as a proportion of total rent due	Orchard	Total balance summary for current tenants divided annual expected rent x 100	General needs, Supported, Garage	Homeless, Shared Owners	Count	Monthly	As quarter end	As at Q4	High	High Method is robust Data is good
4		NT	Current Level of Bad Debt Write Off	Orchard	Former tenant write-offs divided year to date collection x 100	General needs, Supported, Garages	Homeless, Shared Owners	Percentage	Monthly	Percentage (SUM/SUM)	Cumulative	High	High Method is robust Data is good
5	Y	SW	Appointable repair jobs completed in target of 28 days	Orchard	Day to day repairs completed in target divided by day to day repairs completed x 100	All job assigned to GCH repairs team that do not fall into the categories listed as exclusions	Jobs not issued to GCH Repairs teams, cancelled jobs, asbestos, inspections, Aids & Adaptations, Recalls, Following AGS, Emergency, "Servicing 54 days", Lift Services, Out Of Hours.	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	High	High Method is robust Data is good
6	Y	SW	% of Emergency Repairs Responded to on Time	Orchard	Emergency repairs completed divided by emergency repairs completed in target x 100	All job assigned to GCH repairs team that do not fall into the categories listed as exclusions and have priority equal to "Emergency", "Lift Emergency" or "Out Of Hours"	Jobs not issued to GCH Repairs teams, cancelled jobs, asbestos, inspections, Aids & Adaptations, Recalls, Following AGS	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	High	High Method is robust Data is good
7	Y	SW	% Repairs completed at first visit	Orchard	Repairs completed divided by repairs completed with no follow on x 100	All job carried out by GCH repairs team with a completion date that do not fall into the categories listed as exclusions	Jobs not issued to GCH Repairs teams, cancelled jobs, asbestos, painting, inspections, Aids & Adaptations, Recalls, Following AGS, priority = "Servicing 54 days",	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	High	Med Method is robust Data is fair
8	Y	EB	% Satisfied with Repairs Service (Transactional)	IFF Research	% of customer satisfied with the overall service received from the repairs team	Jobs completed by Slatter Electrical, Lift and Engineering Services, Nationwide windows, Snape Contracting, GCH repairs team, Edenstone Homes Ltd, Aqua Construction	Kitchen installations, Aids and Adaptations, Void works, Asbestos, Landlord Electrical Testing, Lift Maintenance. Job descriptions including:- no gas present, asbestos, client inspection, pre inspection, evict, test, following, landlord invoice only, drain, survey, recall uncap, cap gas, Door entry	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	Medium	Medium Method is adequate
9	Y	KS	Average number of void days	Spreadsheet	Total days void	General Needs, Supported	Asbestos, Garages, Major works, dispersed homeless	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	Medium	Medium Method is adequate
10	Y	SW	% of properties that had a gas safety check & record completed by anniversary date	Orchard	Properties where we carried out a service before the anniversary date of the year before	All general needs, supported housing, homeless and dispersed with gas supply	Shared Owners and Leaseholders	Percentage	Monthly	Percentage (AVERAGE/SUM)	As at end March	High	High Method is robust Data is good
11		SW	% of properties that had an electrical safety check & record completed by anniversary date	Orchard	Properties where we carried out a service before the anniversary date of the year before	All general needs, supported housing, homeless and dispersed with gas supply	Shared Owners and Leaseholders	Percentage	Monthly	Percentage (AVERAGE/SUM)	As at end March	High	High Method is robust Data is good
12		RP	Full compliance with Landlords Health and Safety Requirements		Separate compliance sheet							High	High Method is robust Data is good
13		EB	% customer complaint resolved at stage 1 of complaint process	Spreadsheet	All complaints received that were resolved at stage 1 of the complaint process	All complaints	No exclusions	Percentage	Monthly	Percentage (AVERAGE/SUM)	Cumulative	High	High Method is robust Data is good
14	Y	NT	% Tenancies sustained in the first 12 months	Orchard	All tenancies sustained in the first 12 months	General needs, supported including movement within GCH stock	Homeless, shared owners	Percentage	Monthly	Percentage (SUM/SUM)	Cumulative	Medium	Medium Method is adequate
15		EC	Staff turnover	Cascade	Identifies percentage of staff leaving the business regardless of reason for their exit. Calculated using total number of leavers divided by average number of staff for the year.	All employees	All employees	Percentage	Monthly	Cumulative	Cumulative	High	High Method is robust Data is good
16		EC	Voluntary staff turnover	Cascade	As above, except voluntary turnover is based on resignation and retirements only; these are unplanned by the business and have the greatest impact. These exits also have the potential for us to influence leavers decisions.	All employees leaving GCH through resignation or retirement	Employee's made redundant, or exited for reasons	Percentage	Monthly	Cumulative	Cumulative	High	High Method is robust Data is good
17		EC	Average days of sickness per employee	Cascade	Total number of days sick taken by all employee and divided across average number of employees for the year	All absent employees	All absent employees	Count	Monthly	Cumulative	Cumulative	High	High Method is robust Data is good





Board KPI's - Quarter 2

No	KPI	22/23 Target	April 22 Result	May 22 Result	June 22 Result	End Q1 Totals	July 22 Result	Aug 22 Result	Sept 22 Result	End Q2 Totals	Movement since Q1	Result against Target (Qtr 2 end)
 Protect income levels, scrutinise our costs to maintain our financial strength, providing value for money services that support our social objectives												
1	Rent Collected	101%	99.38%	99.51%	101.86%	101.86%	100.66%	95.38%	97.51%	97.51%	↘	Red
2	Rent Loss on Voids	1.5%	1.87%	2.01%	2.08%	1.99%	1.88%	1.89%	1.93%	1.91%	↘	Red
3	Rent arrears as a proportion of total rent due	1.5%	1.82%	1.92%	1.85%	1.85%	1.83%	1.93%	1.95%	1.95%	↗	Red
4	Current Level of Bad Debt Write Off	3%	0.00%	0.00%	0.00%	0.00%	0.00%	1.56%	1.23%	1.23%	↗	Green with star
 Build new homes, invest in our properties & regenerate our communities												
5	Appointable repair jobs completed in target of 28 days	90%	90.86%	89.29%	83.49%	87.86%	88.13%	90.90%	92.54%	90.67%	↗	Green
6	% of Emergency Repairs Responded to on Time	100%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	→	Green
7	% Repairs completed at first visit	92%	96.73%	95.88%	95.43%	96.04%	96.73%	95.57%	96.71%	96.32%	↗	Green
8	% Satisfied with Repairs Service (Transactional)	90%	90.50%	87.60%	90.50%	89.50%	90.40%	91.60%	89.20%	90.40%	↗	Green
9	Average number of void days	28	26	25	33	28	32	35	43	37	↗	Red
 Provide strong governance & collaborative leadership												
10	% of properties that had a gas safety check & record completed by anniversary date	100%	100%	100%	100%	100%	100%	100%	100%	100%	↗	Green
11	% of properties that had an electrical safety check & record completed by anniversary date	100%	99.93%	99.91%	99.91%	99.94%	99.98%	99.94%	99.98%	99.96%	↗	Red
12	Full compliance with Landlords Health and Safety Requirements	Greyed out										
13	% Customer complaints resolved at Stage 1 of complaint process	90%	90.48%	84.21%	92.86%	89.29%	78.57%	85.71%	100%	88.89%	↘	Orange
14	% Tenancies sustained in the first 12 months	94%	100%	100%	100%	100%	100%	100%	100%	100%	→	Green
15	Staff turnover	15%	52.20%	22.32%	22.56%	32.28%	30.24%	15.00%	21.96%	20.72%	↘	Red
16	Voluntary staff turnover	12%	44.64%	22.32%	22.56%	29.80%	22.68%	15.00%	21.96%	18.76%	↘	Red
17	Average days of sickness per employee	7.3	3.12	3.12	6.84	5.60	11.04	7.32	4.20	6.44	↗	Green

Trend since previous quarter:-

-  Figure increasing
-  Figure Static
-  Figure decreasing

Results against target

-  Target exceeded by 5% (stretch target, where applicable)
-  Target met
-  Within 5% of target (where applicable)
-  Target not met and outside 5% tolerance (where applicable)

Board compliance KPI's - Q2

No	Link to Strategic Objective	KPI	22/23 Target	End Q1 Totals	July 22 Result	Aug 22 Result	Sept 22 Result	End Q2 Totals	Result against Target
Home Safety Check - Gas and Electrical Safety									
1a	Provide strong governance & collaborative leadership	Home Safety Check Due		1092	429	429	402	1260	
1b	Provide strong governance & collaborative leadership	Number of Home Safety Checks completed within the month		1092	429	428	402	1259	
1c	Provide strong governance & collaborative leadership	Number of Gas Home Safety Checks not completed	0	0	0	0	0	0	
1d	Provide strong governance & collaborative leadership	Number of Electrical Home Safety Checks not completed	0	9	1	1	1	3	
Fire Safety									
2a	Provide strong governance & collaborative leadership	Percentage of communal areas with Fire Risk Assessments	100%	100%	100.00%	100.00%	100.00%	100%	
2b	Provide strong governance & collaborative leadership	Percentage of Fire Risk Assessments overdue	0%	0%	0.00%	0.00%	0.00%	0%	
2c	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 1 (High Risk)		1	1	0	0	1	
2d	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 2 (Medium Risk)		67	22	21	24	67	
2e	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 3 (Low Risk)		152	50	48	57	155	
Asbestos									
3a	Provide strong governance & collaborative leadership	Percentage of communal areas surveyed for asbestos	100%	100%	100.00%	100.00%	100.00%	100%	
3b	Provide strong governance & collaborative leadership	Percentage of communal asbestos surveys overdue for review	0%	0%	0.00%	0.00%	0.00%	0%	
3c	Provide strong governance & collaborative leadership	Number of recommended remedial actions (Removal Action)		0	0	0	0	0	
Legionella									
4a	Provide strong governance & collaborative leadership	Percentage of properties with communal water facilities that have been risk assessed	100%	100%	100.00%	100.00%	100.00%	100%	
4b	Provide strong governance & collaborative leadership	Percentage of risk assessments overdue for review	0%	0%	0.00%	0.00%	0.00%	0%	
4c	Provide strong governance & collaborative leadership	Number of recommended remedial action classed as PCAF (Immediate Risk)		1	0	0	3	3	
4d	Provide strong governance & collaborative leadership	Number of recommended remedial action classed as High Risk		11	0	0	21	21	
4e	Provide strong governance & collaborative leadership	Number of recommended remedial action classed as Medium Risk		7	0	0	13	13	
Disrepair									
5a	Provide strong governance & collaborative leadership	YTD - Number of disrepair claims received		6	1	1	0	2	
Periodic Electrical Testing									
6a	Provide strong governance & collaborative leadership	Percentage of properties not surveyed for electrical safety within the last 5 years	0	565	159	224	192	575	
6b	Provide strong governance & collaborative leadership	Percentage of C1, C2 or C3 actions not completed	0%	0.99%	0.99%	0.99%	0.03%	0.67%	
Passenger Lifts									
7a	Provide strong governance & collaborative leadership	Percentage of services due completed	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
7b	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 1 (Health and Safety Issue)		0	0	0	0	0	
7c	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 2 (Medium Risk)		4	0	0	0	0	
7d	Provide strong governance & collaborative leadership	Number of recommended remedial actions classed as a Priority 3 (Low Risk)		3	1	1	0	2	

Board KPI Definitions

Ref	TP KPI	Data Owner	Indicator	Source of Data	Definition	What is included	What is not included	Formula (Average, Count etc)	Cumulative or Monthly	How is Qtrly Figure Produced (Count, Average)	How is year end figure (produced (Count, Average)	Confidence Level	Data Confidence Level
1		NT	Rent Collected	Orchard	Rent collected divided by rent due x 100	General needs, Supported,	Homeless, Garages, Write-offs, Shared owners, charges and adjustments	Count	Monthly	As at quarter end	Cumulative	High	High Method is robust Data is good
2		NT	Rent Loss on Voids	Orchard	All void rent loss in period divided by all expected charges x 100	General needs, Supported	Homeless, Shared owners,	Percentage	Monthly	As at quarter end	As at Q4	High	High Method is robust Data is good
3	Y	NT	Rent arrears as a proportion of total rent due	Orchard	Total balance summary for current tenants divided annual expected rent x 100	General needs, Supported, Garage	Homeless, Shared Owners	Count	Monthly	As quarter end	As at Q4	High	High Method is robust Data is good
4		NT	Current Level of Bad Debt Write Off	Orchard	Former tenant write-offs divided year to date collection x 100	General needs, Supported, Garages	Homeless, Shared Owners	Percentage	Cumulative	Cumulative	Cumulative	High	High Method is robust Data is good
5	Y	SW	Appointable repair jobs completed in target of 28 days	Orchard	Day to day repairs completed in target divided by day to day repairs completed x 100	All job assigned to GCH repairs team that do not fall into the categories listed as exclusions	Jobs not issued to GCH Repairs teams, cancelled jobs, asbestos, inspections, Aids & Adaptations, Recalls, Following AGS, Emergency, "Servicing 54 days", Lift Services, Out Of Hours.	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	High	High Method is robust Data is good
6	Y	SW	% of Emergency Repairs Responded to on Time	Orchard	Emergency repairs completed divided by emergency repairs completed in target x 100	All job assigned to GCH repairs team that do not fall into the categories listed as exclusions and have priority equal to "Emergency", "Lift Emergency" or "Out Of Hours"	Jobs not issued to GCH Repairs teams, cancelled jobs, asbestos, inspections, Aids & Adaptations, Recalls, Following AGS	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	High	High Method is robust Data is good
7	Y	SW	% Repairs completed at first visit	Orchard	Repairs completed divided by repairs completed with no follow on x 100	All job carried out by GCH repairs team with a completion date that do not fall into the categories listed as exclusions	Jobs not issued to GCH Repairs teams, cancelled jobs, asbestos, painting, inspections, Aids & Adaptations, Recalls, Following AGS, priority = "Servicing 54 days",	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	High	Med Method is robust Data is fair
8	Y	EB	% Satisfied with Repairs Service (Transactional)	IFF Research	% of customer satisfied with the overall service received from the repairs team	Jobs completed by Slatter Electrical, Lift and Engineering Services, Nationwide windows, Snape Contracting, GCH repairs team, Edenstone Homes Ltd, Aqua Construction	Kitchen installations, Aids and Adaptations, Void works, Asbestos, Landlord Electrical Testing, Lift Maintenance. Job descriptions including:- no gas present, asbestos, client inspection, pre inspection, evict, test, following, landlord invoice only, drain, survey, recall uncap, cap gas, Door entry	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	Medium	Medium Method is adequate
9	Y	KS	Average number of void days	Spreadsheet	Total days void	General Needs, Supported	Asbestos, Garages, Major works, dispersed homeless	Percentage (SUM/SUM)	Monthly	Percentage (SUM/SUM)	Cumulative	Medium	Medium Method is adequate
10	Y	SW	% of properties that had a gas safety check & record completed by anniversary date	Orchard	Properties where we carried out a service before the anniversary date of the year before	All general needs, supported housing, homeless and dispersed with gas supply	Shared Owners and Leaseholders	Percentage	Monthly	Percentage (AVERAGE/SUM)	As at end March	High	High Method is robust Data is good
11		SW	% of properties that had an electrical safety check & record completed by anniversary date	Orchard	Properties where we carried out a service before the anniversary date of the year before	All general needs, supported housing, homeless and dispersed with gas supply	Shared Owners and Leaseholders	Percentage	Monthly	Percentage (AVERAGE/SUM)	As at end March	High	High Method is robust Data is good
12		RP	Full compliance with Landlords Health and Safety Requirements				Separate compliance sheet					High	High Method is robust Data is good
13		EB	% customer complaint resolved at stage 1 of complaint process	Spreadsheet	All complaints received that were resolved at stage 1 of the complaint process	All complaints	No exclusions	Percentage	Monthly	Percentage (AVERAGE/SUM)	Cumulative	High	High Method is robust Data is good
14	Y	NT	% Tenancies sustained in the first 12 months	Orchard	All tenancies sustained in the first 12 months	General needs, supported including movement within GCH stock	Homeless, shared owners	Percentage	Monthly	Percentage (SUM/SUM)	Cumulative	Medium	Medium Method is adequate
15		EC	Staff turnover	Cascade	Identifies percentage of staff leaving the business regardless of reason for their exit. Calculated using total number of leavers divided by average number of staff for the year.	All employees	All employees	Percentage	Monthly	Cumulative	Cumulative	High	High Method is robust Data is good
16		EC	Voluntary staff turnover	Cascade	As above, except voluntary turnover is based on resignation and retirements only; these are unplanned by the business and have the greatest impact. These exits also have the potential for us to influence leavers decisions.	All employees leaving GCH through resignation or retirement	Employee's made redundant, or exited for reasons	Percentage	Monthly	Cumulative	Cumulative	High	High Method is robust Data is good
17		EC	Average days of sickness per employee	Cascade	Total number of days sick taken by all employee and divided across average number of employees for the year	All absent employees	All absent employees	Count	Monthly	Cumulative	Cumulative	High	High Method is robust Data is good

Board KPI's - Quarter 3

No	KPI	22/23 Target	April 22 Result	May 22 Result	June 22 Result	End Q1 Totals	July 22 Result	Aug 22 Result	Sept 22 Result	End Q2 Totals	Oct 22 Results	Nov 22 Results	Dec 22 Results	End Q3 Totals	Status	Periodic Change Q2 - Q3
 Protect income levels, scrutinise our costs to maintain our financial strength, providing value for money services that support our social objectives																
1	Rent Collected	101%	99.38%	99.51%	101.86%	101.86%	100.66%	95.38%	97.51%	97.51%	89.35%	98.58%	102.92%	102.92%		
2	Rent Loss on Voids	1.5%	1.87%	2.01%	2.08%	1.99%	1.88%	1.89%	1.93%	1.91%	1.93%	2.07%	2.19%	2.15%		
3	Rent arrears as a proportion of total rent due	1.5%	1.82%	1.92%	1.85%	1.85%	1.83%	1.93%	1.95%	1.95%	2.01%	1.96%	1.89%	1.89%		
4	Current Level of Bad Debt Write Off	3%	0.00%	0.00%	0.00%	0.00%	0.00%	1.56%	1.23%	1.23%	1.00%	1.00%	1.00%	1.00%		
 Build new homes, invest in our properties & regenerate our communities																
5	Appointable repair jobs completed in target of 28 days	90%	90.86%	89.29%	83.49%	87.86%	88.13%	90.90%	92.54%	90.67%	92.92%	93.46%	90.99%	92.42%		
6	% of Emergency Repairs Responded to on Time	100%	100.00%	100.00%	100.00%	100%	100.00%	100.00%	100.00%	100%	100.00%	99.73%	100.00%	99.92%		
7	% Repairs completed at first visit	92%	96.73%	95.88%	95.43%	96.04%	96.73%	95.57%	96.71%	96.32%	96.37%	96.38%	95.54%	96.07%		
8	% Satisfied with Repairs Service (Transactional)	90%	90.50%	87.60%	90.50%	89.50%	90.40%	91.60%	89.20%	90.40%	87.90%	83.30%	84.70%	85.30%		
9	Average number of void days	28	26	25	33	28	32	35	43	37	43	30	25	33		
 Provide strong governance & collaborative leadership																
10	% of properties that had a gas safety check & record completed by anniversary date	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
11	% of properties that had an electrical safety check & record completed by anniversary date	100%	99.93%	99.91%	99.91%	99.94%	99.98%	99.94%	99.98%	99.96%	99.96%	99.98%	100%	99.98%		
12	Full compliance with Landlords Health and Safety Requirements															
13	% Customer complaints resolved at Stage 1 of complaint process	90%	90.48%	84.21%	92.86%	89.29%	78.57%	85.71%	100%	88.89%	83.33%	83.33%	97.06%	88.64%		
14	% Tenancies sustained in the first 12 months	94%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100.00%	100%		
15	Staff turnover	15%	4.33%	6.19%	8.07%	8.07%	10.63%	11.73%	13.46%	13.46%	13.50%	14.15%	15.38%	15.38%		
16	Voluntary staff turnover	12%	3.72%	5.57%	7.45%	7.45%	9.38%	10.49%	12.23%	12.23%	12.27%	12.92%	14.15%	14.15%		
17	Average days of sickness per employee	7.3	3.12	3.12	6.84	5.60	11.04	7.32	4.20	6.44	5.04	14.88	10.32	10.08		

Board KPI's - Quarter 4 and Year End

Results against target

Trend since previous quarter:-



Performance improving



Performance Static



Performance worsening



Target met



Within 5% of target (where applicable)



Target not met and outside 5% tolerance (where applicable)

No	KPI	22/23 Target	End Q3 Totals	Jan 23 Results	Feb 23 Results	Mar 23 Results	End Q4 Totals	Q4 Status	Periodic Change Q3 - Q4	YE	YE Status
Protect income levels, scrutinise our costs to maintain our financial strength, providing value for money services that support our social objectives											
1	Rent Collected	101.00%	102.92%	92.20%	102.70%	104.84%	104.84%			104.84%	
2	Rent Loss on Voids	1.50%	2.19%	2.41%	2.69%	2.66%	2.59%			2.00%	
3	Rent arrears as a proportion of total rent due	1.50%	1.89%	2.12%	2.11%	1.86%	1.86%			1.86%	
4	Current Level of Bad Debt Write Off	3.00%	1.00%	1.00%	19.00%	50.00%	50.00%			50.00%	



Build new homes, invest in our properties & regenerate our communities

5	Appointable repair jobs completed in target of 28 days	90.0%	92.42%	91.11%	92.16%	90.54%	91.29%		➔	90.71%		
6	% of Emergency Repairs Responded to on Time	100%	99.92%	100.00%	100.00%	100.00%	100.00%		➔	99.97%		
7	Percentage of responsive repairs to planned maintenance spend	22.00%										
8	% Repairs completed at first visit	92.00%	96.07%	94.02%	90.95%	91.19%	92.12%		➔	94.97%		
9	% Satisfied with Repairs Service (Transactional)	90.00%	85.30%	88.80%	81.10%	85.60%	85.20%		➔	86.30%		
10	% Satisfied with condition of property at time of letting	77.00%					79.40%			79.50%		
11	% Satisfied with neighbourhood as a place to live	92.00%					86.60%			88.80%		
12	% Satisfied with the way ASB concern was handled	66.00%					50.00%			44.40%		
13	% Satisfied with recent improvements to their home	91.00%					78.20%			71.80%		
14	% Satisfied with home safety check	97.00%					94.00%			94.70%		
15	% Satisfied with quality of new home	100.00%					Awaiting data			Awaiting data		
16	Average number of void days	28.0	33	45	34	23	34		➔	32.83		



Provide strong governance & collaborative leadership

17	% of properties that had a gas safety check & record completed by anniversary date	100.00%	100%	100%	100%	100%	100%	😊	➡	100%	😊
18	% of properties that had an electrical safety check & record completed by anniversary date	100.00%	99.98%	100%	100%	100%	100%	😊	➡	100%	😊
19	Absence cost	£105,450.00					£117,428.79	😞		£117,428.79	😞
20	% Customer complaints resolved at Stage 1 of complaint process	90.00%	88.64%	84.00%	64.29%	76.92%	76.92%	😞	↘	86.31%	😐
21	% Tenancies sustained in the first 12 months	94.00%	100%	100%	100%	100%	100%	😊	➡	100%	😊
22	Staff turnover	15%	15.38%	15.85%	17.13%	18.40%	18.40%	😞	➡	18.40%	😞
23	Voluntary staff turnover	12%	14.15%	14.02%	14.68%	15.34%	15.34%	😞	➡	15.34%	😞
24	Average days of sickness per employee	7.3	10.08	8.16	6.00	4.08	6.08	😊	↗	7.34	😊