

# Target Setting

Corporate Overview Scrutiny Committee

May 2024

Living our values every day  




Accountable



Integrity



Empower



Respect



Excellence



# Context



Service plans developed each year

Indicators included

Targets usually added after out-turn positions known



Corporate Performance Indicator Set

Publicly reported set

Reflects Council Strategy and operational priorities



# Example scorecard

## Environment and Planning

B) Target figure

C) Indicates any comparable benchmarking data

### Climate Change

	Good Performance High/Low	Reporting Basis	Dec-19	Mar-20	Jun-20	Sep-20	Actual Dec-20	Target Dec-20	Comments	Comparator Group
Council Carbon Emissions, buildings & transport (exc schools) Tonnes of CO2e	Smaller is Better	Year to Date	5,306.40	7,704.79	1,118.52	2,177.73	4,066.42	4,929.00	★	n/a
Renewable energy generation (kWh) from the Councils Estate (exc schools)	Bigger is Better	Year to Date	11,587,026	28,054,687	13,692,113	29,818,032	44,700,725			n/a

### Waste

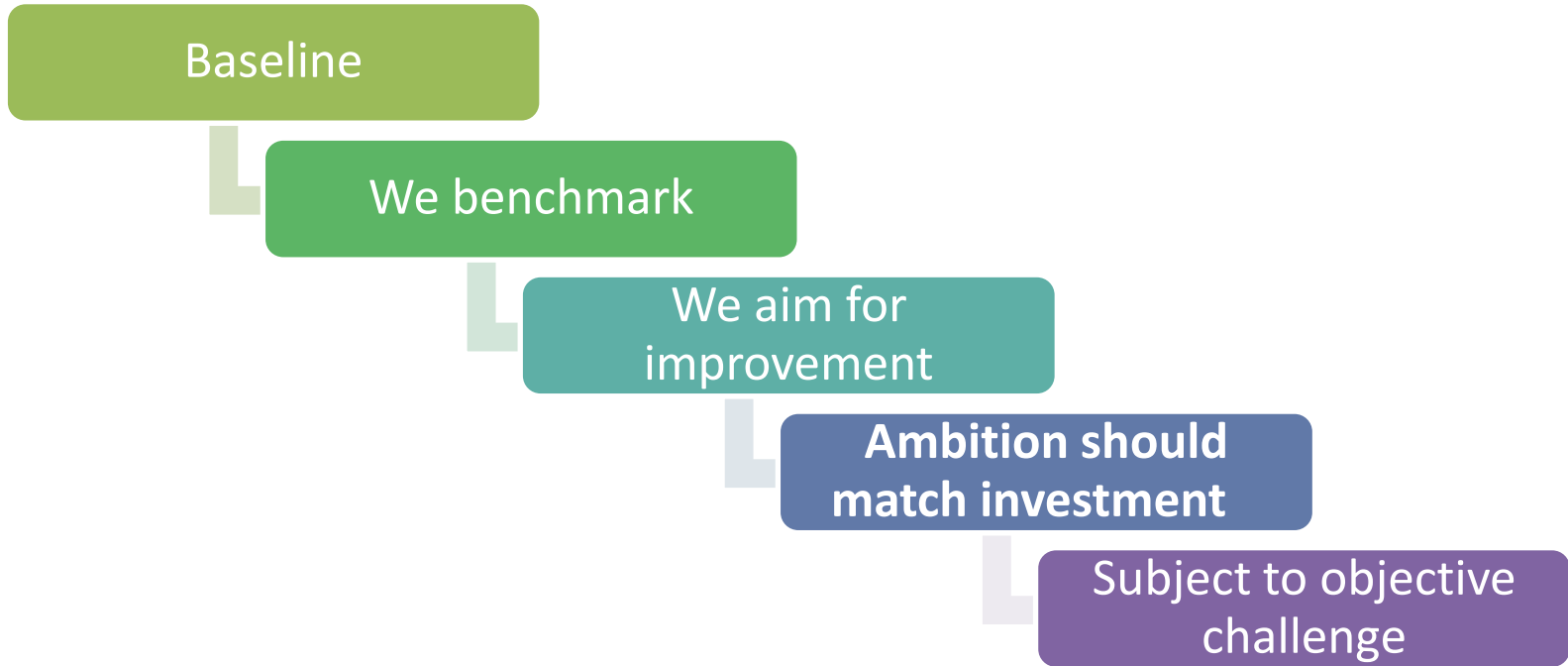
	Good Performance High/Low	Reporting Basis	Mar-20
Residual household waste per household		Forecast	
% of household waste sent for reuse, re		Forecast	

A) Indicates whether we are aiming for a smaller or a larger figure

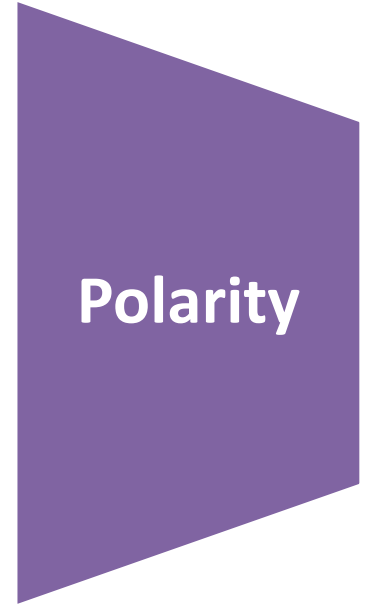
### Key to Symbols

★	Performance better than target
●	Performance worse than target
▲	Performance significantly worse than target

# How do we set targets for our indicators?



# Definitions



# Keep it SMART! (applies to Targets and Indicators)

## Specific

- Precise and clear
- Well defined

## Measurable

- How will you know what difference you made?

## Achievable

- What's your benchmark?
- Stretch but not impossible!

## Relevant

- Aligns to strategic outcomes
- Comparable to others

## Trackable

- Time-bound
- Profile your delivery



# Targets – hints and tips

## Beware...

- Targets (and indicators) that drive behaviours inappropriately
- Small numbers – they fluctuate!
- Poor forecasting - if delivery of results is not evenly distributed (EG – financial income)
- Averages and percentages



# Questions?

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