**MANSFIELD DISTRICT COUNCIL: INTERVENTIONS USED TO ACHIEVE PERFORMANCE TARGETS**

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| Reference No. | | **MDC SP NS 1.013** | Indicator Description | | **% of samples streets achieving grade A or grade B for litter and detritus** | | | | | | | |
| Lead Officer | | | **Jo Waldron** | | Date Plan Completed | | | **March 2022** | | | | |
| Performance Out-turn | | | 2020/2021 | | | | | 2021/2022 | | | | |
|  | | | **Q1** | **Q2** | **Q3** | **Q4** | **Full Year** | **Q1** | **Q2** | **Q3** | **Q4** | **Full Year** |
| Overall  Measure | Target | |  |  |  | **92%** | **92%** | **92%** | **92%** | **92%** | **92%** | **92%** |
| Actual | |  |  |  | **91%** | **91%** | **72%** | **78.5%** | **81.5%** | **90%** | **80.5%** (average) |
| **Explanation of Current Performance** | | | 73 Streets were surveyed during Qtr 1  84% achieved grade A or B for litter (61 streets)  Gradual improvements of overall street cleanliness have been evident throughout the year with a slight dip litter levels during Qtr 3 due to staffing levels.  Significant visual improvements are evident throughout the district during Qtr 4.  60% achieved grade A or B for Detritus (44 streets)  32 Streets were surveyed during Qtr 2  91% of streets achieved grade A or B for litter (29 streets)  66% of streets achieved grade A or B for detritus (21 streets)  35 Streets were surveyed during Qtr 3  83% of streets achieved grade A or B for litter (29 streets)  80% of streets achieved grade A or B for detritus (28 streets)  35 Streets were surveyed during Qtr 4  94% of streets achieved grade A or B for litter (33 streets)  86% of streets achieved grade A or B for detritus (30 streets) | | | | | | | | | |
| **Interventions in the last 3 months and evaluation of impact** | | | A Recruitment Event commenced 26th January 2022 in conjunction with DWP resulting in 1 appointment of a cleansing operative.  Sweeper Driver vacancies are again out to advert following the regrading of the role to Grade 3 and it is anticipated to attract a more suitable calibre of candidate.  New weed spraying contractor appointed and first round of spraying commenced. | | | | | | | | | |

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| **MANSFIELD DISTRICT COUNCIL: INTERVENTION PLAN TO ACHIEVE PERFORMANCE TARGETS** | | | | | | | | |
|  | **Key Interventions to Achieve Performance** | **By When** | **By Who** | **Resource Implications** | **Most Significant Risk to Achievement of Intervention** | **Contingency Intervention for Most Significant Risk** | **Monitoring Process** | **Outcomes expected from intervention** |
| 1 | Successful recruitment of quality candidates to vacant posts | Sweeper Driver closing date 2 May 2022 | Jo Waldron /  Rick  Caseley | Officer time | Unable to appoint suitable candidates | Further consultation with HR on alternative recruitment practices such as job-fair or open day | In-line with recruitment process and sound pre-employment checks | Appointment of 4 operatives will bring the establishment up to full capacity |
| 2 | Offer of HGV training to staff enable them to drive the big sweeper | Ongoing | Rick Caseley | Officer time,  budget | Lack of volunteers | Consider agency staff | Weekly progress meetings | More flexible, multi-skilled & resilient workforce |