

# NNDR Benchmarking Club 2017

#### **IMPORTANT GENERAL GUIDANCE**

Guidance and definitions for this questionnaire can be found on the "Guidance" sheet.

#### Please read the "Guidance" sheet before completing the questionnaire.

Throughout the questionnaire, you can link to the associated definitions and guidance by clicking on the white 'Go to Guidance -->' in the top right corner of each section. To return to the questionnaire please click on the 'Questionnaire' tab at the bottom of the window.

In order to try and reduce the problem we have of identifying zeros from missing key data, this year we have entered `..' in most numeric data entry cells and you will notice that formulae e.g. totals and carry-forwards all show `..' before any data is entered. Only by overwriting all of the `..' in a table will the total be generated so please do not leave any cells as they are.

If the genuine figure is zero then please replace `..' with 0. If the figure is not known/not available, please replace the `..' with na.

Please do not enter any comments or data outside the cells provided or within the return email, as these are processed automatically and your comment will not be seen. If you wish to make any comments, please enter these in the boxes below. Change of contact details should be emailed separately to <a href="mailto:Benchmarking@cipfa.org">Benchmarking@cipfa.org</a>.

#### **COMMENTS**

Please include here any thoughts regarding difficulties completing the questionnaire or other general points about your service that you feel would be of interest to other members. Please do not use these cells to update contact information.

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### 1. SERVICE DELIVERY

Service Structure Go	to Guidance>				
Please read the guidance notes on this section.					
To what extent is your NNDR function outsourced during the period being benchmarked and what percentage of the function was delivered by each method?					
(a) IN-HOUSE delivery  (b) OUTSOURCED to a Shared Services Arrangement (SSA)  (with other LA's and / or with other public sector organisations)  select	% Delivered % Delivered				
Name(s) of SSA partner(s)?					
1					
2					
3					
4					
5					
(c) OUTSOURCED to an External Contractor (incl. legal entities partly/wholly owned by your organisation)	% Delivered				
Name(s) of External Contractor(s)?					
1					
2					
3					
Total (a) + (b) + (c) % Delivered should be 100% (d) Comments re your service delivery	% Delivered				

# 2. COSTS

(a) Cost Of Collection (2016/17 Actuals)			Go t	o Guidance>	
Actual cost of collecting NNDR for 2016/17 as defined in official returns such as RO, RA, POBE etc. Include client side costs. Exclude costs of collecting Council Tax.					
Please use your judgement about treatment of one-off or exceptional costs, to show a fair picture of "going concern" costs. Actual FTE staffing level for NNDR that corresponds to the staff cost, inc. agency staff.					
Direct Costs		Staff Number	2016/17 Cost (£'k)	2015/16 Cost (£'k)	
NNDR Staff (including valuation and visits)	FTE				
Customer Contact Centres	FTE				
Receiving Payments					
Bought-in services					
Other Running Costs (net)					
Total Direct Cost					
Indirect Costs					
IT Charges					
Accommodation Charges					
Other Central Charges					
Total Indirect Cost					
Outsourcing Costs					
Gross Costs (excl. enforcement)					
Enforcement Cost or (Surplus) as per 2(b)	FTE				
Gross Costs (incl. enforcement)	FTE				
Allowance for Cost of Collection					
Net Costs (incl. enforcement)					
(b) Breakdown of Enforcement Costs			Go t	o Guidance>	
Costs			2016/17 Cost (£'k)	2015/16 Cost (£'k)	
+ In-house Enforcement Agents				(2 1/)	
+ External Enforcement Agents					
+ IT Costs					
+ Other Support Costs					
+ Fees					
Gross Enforcement Costs					
Less Income					
- Recovery Income Enforcement Agent Fees	(enter as positive	)			
- Other Income	(enter as positive	)			
Total Enforcement Income					
Net Enforcement Cost or (Surplus)					

# 3. WORKLOAD

(a) Hereditaments					
Please only include properties with live rateable values, as at 2017/18 billing time.					
		Number of Rateable value of hereditaments hereditaments £'m			
Total hereditaments					
Occupied hereditaments					
of which partially occupied	1 s44(A)				
Empty hereditaments (includin	g exempt)				
of which exempt					
Properties paying by internal tr	ransfer, ie. the LA is the ratepayer.				
(b) Reliefs		Go to Guidance>			
Please provide a breakdown of all reliei	fs as at 2017/18 initial billing, not just new cases.	No. of Cases			
Mandatory:	Charitable occupation	s43(5 & 6A)			
	Community Amateur Sports Clubs	s43(5 & 6B)			
	Rural Rate Relief	s43(6A & 6B)			
	Small business relief	s43(4B)			
	- of which relief where a 2nd property occupied	s31			
Discretionary:	Charitable occupation top up	s47(2A)			
,	Community Amateur Sports Clubs	s47(2B)			
	Non-profit making bodies	s47(2B & C)			
	Rural Shops etc.	s47(3A)			
	Small Rural Businesses	s47(3B)			
	Other Rate Payers (localism schemes)	s47			
	, (				
Discretionary Reliefs (s31 Grant):	New Empty Properties				
	"Long Term Empty" Properties				
What is your estimated gross cost of di	iscretionary relief in 2017/18 (NNDR1 - Line 37)?	£'k			
What is your estimated gross cost of an	serectionary relief in 2017/10 (interior zine 37).	No. of Cases Value £'k			
Number of Hardship Relief cases (s49)	as at 2017/18 initial billing				
What were the actual costs of discretion	nary reliefs (including Hardship Relief) in 2016/17?				
+ Gross cost of discretionary		£'k			
Less NNDR pool funding	y Telici				
= Net cost of discretionary r	eliefs to I A				
= Net cost of discretionary r	ellels to LA				
Discretionary relief applications in 2016	5/17 (incl. c31)	No. Received No. Refused			
Discretionary relief applications in 2016					
	),	Co to Cuidana			
(c) Inspections	roperty, not a building or ratepayer. Count inspections for all	Go to Guidance>			
	tions (so if a property is inspected twice, this counts as 2).				
		Bought-in /			
Number of increations made in 2016/1	NNDR Staff Other LA staff	Outsourced Staff Total			
Number of inspections made in 2016/1 FTE staff time spent on spent on inspec		<u> </u>			
1.12 scan time spent on spent on inspec					
How often are empty properties inspec	ted? (number of times per annum)				

(d) Cl	hanges to Valuation Lists				
(i)	2016/17 actuals: please show number of amendments to list based on your schedules received (not number of schedules). Count splits				
What	was the number of updates by VO to: 2010 list			No	
	Previous lists				
	Valuation certificates				
	Total				
What	was the number of billing authority reports raise	d?			
Do yo	u use electronic lists of planning applications and	l building control			
·	ctions to the valuation office?			- Select -	
-	u issue completion notices?			- Select -	
ii yes	, how many were issued in 2016/17?				
(ii)	2016/17 RV Appeals			Ratable values No. of of hereditaments Appeals £'k	
	1.4.2016 Brought forward				
	Added in 2016/17				
	Cleared in 2016/17				
	31.3.2017 Carried forward				
				NB: Enter all figures as positives.	
(-) O	the au Mandale of Managemen			Co to Cuidones	
• •	ther Workload Measures			Go to Guidance>	
How n	nany cases of the following did you have in 2016	/17 (relating to any year)?		No.	
	Refunds				
	Interest Cases				
	Write-offs				
	Write-offs FOI enquiries			 	
				No. upheld	
	FOI enquiries	eferred		No. upheld	
(f) R	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re	eferred		No. upheld	
· /	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries re			No. upheld	
•	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re		Date of last revie		
•	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries re		Date of last revieo (dd/mm/yyyy)		
•	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries re	ew the following?		Method - Select -	
•	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you reviews	ew the following?  Frequency	(dd/mm/yyyy)		
•	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries re eviews  requently and using what method(s) do you reviews  Reliefs -Mandatory -Discretionary	ew the following?  Frequency - Select -	(dd/mm/yyyy)	Method - Select -	
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How f	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries re eviews  requently and using what method(s) do you revi-  Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties	ew the following?  Frequency - Select Select -	(dd/mm/yyyy)	Method - Select Select -	
How f	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries re eviews  requently and using what method(s) do you review  Reliefs -Mandatory -Discretionary  Chargeable empty properties	ew the following?  Frequency - Select Select -	(dd/mm/yyyy)	Method - Select Select -	
How fi	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries reviews  requently and using what method(s) do you reviews  Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties	ew the following?  Frequency - Select Select -	(dd/mm/yyyy)	Method - Select Select -	
How fi	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you revi- Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have?	ew the following?  Frequency - Select Select -	(dd/mm/yyyy)	Method - Select Select Select Select -	
How fi	FOI enquiries  Data Protection enquiries  Registered complaints/ombudsman inquiries reviews  requently and using what method(s) do you reviews  Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties	ew the following?  Frequency - Select Select -	(dd/mm/yyyy)	Method - Select Select Select Select Select Select -	
(g) B: How n	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you revi- Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?	ew the following?  Frequency  - Select -  - Select -  - Select -  - Select -	(dd/mm/yyyy)	Method - Select Select Select Select -	
(g) B.  How n  How n	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you revi- Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/19	ew the following?  Frequency  - Select -  - Select -  - Select -  - Select -  17?	(dd/mm/yyyy)	Method - Select Select Select Select Select Select -	
(g) B: How n How n What	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you revi- Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/19 was the annual debit raised from BIDS at 2017/19	ew the following?  Frequency  - Select -  - Select -  - Select -  - Select -  17?  18 billing time?	(dd/mm/yyyy)	Method - Select Select Select Select Select Select -	
(g) B: How n How n What	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you revi- Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/19	ew the following?  Frequency  - Select -  - Select -  - Select -  - Select -  17?  18 billing time?	(dd/mm/yyyy)	Method - Select Select Select Select Select Select -	
(g) B: How n How n What What	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you revi- Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/17 was the amount collected from BIDS in 2016/17	ew the following?  Frequency  - Select -  - Select -  - Select -  - Select -  17?  18 billing time?	(dd/mm/yyyy)	Method - Select Select Select Select Select Version	
(g) B: How n How n What What What	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries re eviews requently and using what method(s) do you revi- Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/17 was the amount collected from BIDS in 2016/17 software do you use for collecting this charge?	ew the following?  Frequency  - Select -  - Select -  - Select -  - Select -  17?  18 billing time?	(dd/mm/yyyy)	Method - Select Select Select Select Select Version	
(g) B: How n How n What What What	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries reviews requently and using what method(s) do you reviews Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/17 was the amount collected from BIDS in 2016/17 software do you use for collecting this charge? er, please overwrite.	Frequency - Select Select Select Select - 17? 18 billing time?	Selec	Method - Select Select Select Select Select Version  No.  Version	
(g) B: How n How n What What What If other	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries reviews requently and using what method(s) do you reviews Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/17 was the amount collected from BIDS in 2016/17 software do you use for collecting this charge? er, please overwrite.	Frequency - Select Select Select Select - 17? 18 billing time?	Selec	Method - Select Select Select Select Select Version  No.  Version	
(g) B: How n How n What What What If other	FOI enquiries Data Protection enquiries Registered complaints/ombudsman inquiries reviews requently and using what method(s) do you reviews Reliefs -Mandatory -Discretionary  Chargeable empty properties Empty exempt properties IDS  many BIDS arrangements do you have? many of these are 'cross boundary'?  was the annual debit raised from BIDS in 2016/17 was the amount collected from BIDS in 2016/17 software do you use for collecting this charge? er, please overwrite.	Frequency - Select Select Select Select - 17? 18 billing time?	Selec	Method - Select Select Select Select Select Version  No.  Version	

(h) Business Rate Supplements	
Do you charge a business rate supplement (inc. crossrail)?  If yes, please give details:	- Select -

# 4. BILLING, RECOVERY AND ENFORCEMENT

(a) Damanda	Cod	o Cuidanas 🔉
(a) Demands	GOT	Of which: e-
2016/17 actuals	No.	billed
Number of annual bills		
Number of new demands or amended bills		
Total number of demands & adjustment notices		
(b) Timing	Go t	o Guidance>
2017/18 tax year, enter dates as dd/mm/yyyy		
On what date was:		5 .
NNDR bills issued		Date
The first instalment due (Direct Debit)		•••
The first instalment due (other payment types)		
(c) Reminders & Notices		
2016/17 actuals relating to all tax years and including non-statutory notices if any		
In 2016/17 what was the number of		
Statutory reminders		No.
Reminders		
Final Notices		
Total		
Please show total even if you cannot split reminders from final notices.		
Non-statutory reminders	Option available	No.
-Emailed	- Select -	
-Mailed	- Select -	
-SMS	- Select -	
		Days per week
In 2016/17 what was the frequency of billing per week? (1- 5)		
		Working days
Average number of working days between instalment date & reminders being issued?		
Average number of working days between instalment date & final notices being issued?		
Internal daily limits of reminders sent out		
Internal daily limits of final notices sent out		

(d) Enforcement Actions	Go to Guidance>
How many cases of the following did you have, in 2016/17, relating to all tax years?	No.
Summonses issued	NO
Special arrangements before Liability Order granted	
Liability Orders granted	
Special arrangements after Liability Order granted	
Referrals to enforcement agents/collectors	
Committal summonses	
Committal orders - sentence suspended	
Committal orders - sentence imposed	
Arrest warrants obtained - with bail	
Arrest warrants obtained - without bail	
Security for unpaid rates	
Statutory Demands issued	
- petitions commenced	
- bankruptcies obtained	
- insolvencies obtained	
Number of court days used	
	No. of Months
Court booking time	Select
Please name the enforcement agents you have used in 2016/17	
Please name the debt collection agencies you have used in 2016/17	
	No. of Days
How long is your compliance stage?	No. of Days
Do you have a central/corporate debt recovery team?	- Select -
(e) Collection by Enforcement Agents	
Collection statistics re collection made in 2016/17:	AII
Business Rates Debit re 2016/17	Number
Number of cases issued	
Total Rusiness Pates Debit passed	£'k
Total Business Rates Debit passed  Total Business Rates Debit collected	
Total Dusiliess Nates Debit Collected	Number
Number paid in full	

(f)	Charges	
(i)	What are the costs charged to individual ratepayers (2017/18) for the following:  Unit charge per case, not total income received. Include fees paid to court.	£
	Issue of summons Issue of liability order Combined total	
	Committal (charge for issue of committal summons only)  Committal Summons  Warrants with bail  Warrants without bail	£
	Do you have a minimum balance below which a summons is not issued?  Do you have a balance below which a lower rate of charges apply?	- Select -
(ii)	Do you supply a breakdown of "costs" to the court clerk?	- Select - Date
	When were the "costs" last reviewed?	
	When were the "costs" last amended?	
	Have your "costs" been challenged?  Is your cost calculation available online?  - Selection	
(g)	Court Procedures guidance	
Do	you provide the following?	
	Own Staff Training	- Select -
	Magistrates Briefing	- Select -
	Prepare guidance notes for Magistrates	- Select -

### 5. 2016/17 COLLECTION

(a) % Cumulative In-Year Collection b	y Quarter			Go t	to Guidance>
What was the cumulative in year c	ollection of 2016/17 debit b	y quarter (excl. o	collection costs)?		
·				Total NNDR	2015/16
Defere April				% collected	% collected
Before April April - June				••	
April - Sune April - September				••	**
April - December					
April - March					
(b) In Year Collection Targets					
What are your in year collection targets?					
				2016/17	2017/18
Total %					
(c) Overall Collection Account (excl. C	osts)				
Please provide a breakdown of your overal	l collection account		Prior Years Debits	2016/17 Debits £'k	Collection Account Movements
Balance brought forward 1/4/16 (e	excl. costs)		£'k	£K	£'k
Net adjustments to prior years det	-	) <b>(+/-)</b>			
Net collectable debit for 2016/17	into (not including write one	[QRC4 Row 1]			
Net collectable debit for 2010/17		[QKC4 KOW 1]			
Amounts written-off in 2016/17					
Amounts collected in 2015/16 re 2	016/17 debit	[QRC4 Row 2]	-		
Amounts collected in 2016/17 re p	rior vears debit	[QRC4 Row 6]			
Amounts collected in 2016/17 re 2	•	[QRC4 Row 3]			
		[QNC+ NOW 3]			
Balance brought forward 31/3	/17 (excl. costs)				
Amounts collected in 2016/17 re 2	017/18 debit	[QRC4 Row 7]			
Total amount collected in 2016	/17 re all years	[QRC4 Row 8]		[Row 8 = Ro	ow 6 + Row 3 + Row7]
(d) Costs (with respect to all years' costs)					
Costs raised during 2016/17 Costs collected during 2016/17					£'k
_					
(e) Prior Year's Collection - In Year	of each years debit that w	as collected in ve	243		
For the following years, what was the leve	or each years debit that w	as collected ili-ye	al f		%
2011/12					
2012/13					
2013/14					
2014/15					
2015/16					
(f) Prior Years' Collection - Cumulativ					
Please detail the amount of prior years' de	bit up to 31/03/2017  Adjusted Amount	Amount	Balance	Number of	
	Net debit Collected	Written Off	Outstanding	Accounts	% Collection
2011/12	£'k £'k	£'k	£'k	Outstanding	
2011/12			<u> </u>	••	<u> </u>
2012/13			<u> </u>		<u> </u>
2013/14			<u></u>		<u> </u>
•					

# **6. METHODS OF PAYMENT**

(a) Main Methods of Payment (Nu	mber of Payments)	Go	to Guidance>
Best estimate/actuals for 2016/17			
Please give a breakdown of the number Cash Cheque Sub total Cash/Cheque (by post & ove		£'k	No. of Payments
Debit & credit card (by phone and ove Direct Debit - AUDDIS & manual Payment outlets (PO, AllPay, PayPoint, Internet payments (LA website) Automated telephone (ATP) Bank credits (including online banking Other*	PayZone etc.)		
Please specify other methods of paym	ent		
(b) Further Analysis - Direct Debit		Go	to Guidance>
Percentage of all accounts who had ag	reed to pay by DD at main billing time.	2016/17 %	2017/18 %
At main billing time: Percentage of all accounts with DD Ins 10 monthly payments 12 monthly payments Other frequency	stalment Frequency		2017/18 %
How many dates per month are availa How do you set up direct debit manda Phone Online Forms/Post			- Select Select Select -
(c) Further Analysis - Payment by	Instalments (non-DD)	Go ·	to Guidance>
Percentage of all accounts with Instalr 10 monthly payments 12 monthly payments Other frequency		% of Accounts	% of Net Collectable Debit
(d) Credit-Cards			
Do you accept credit cards?  What is your recharge to a customer f (If you do not charge please overwrite with What were your total credit card recha	arges to customers in 2016/17		- Select -  £ £

# 7. CUSTOMER CONTACT

(a) Contactable Hours		Go to Guidance>	
How many hours a week are you able to answer NNDR queries <b>in detail</b> for the following?			
	Mon-Fri	Sat Sun	
Personal Callers Phone Calls			
	<u> </u>		
(b) Phone Calls, Mail, Emails (2016/17 Actuals)		Go to Guidance>	
	Direc	ct to NNDR Direct to staff contact centre	
How many items of mail did you receive in 2016/2017?			
How many emails did you receive in 2016/2017?			
How many phone calls were offered in 2016/2017?			
Of these how many were referred to the back office?			
Of phone calls offered, how many were <b>answered</b> ?			
Of phone calls offered, how many were <b>abandoned</b> ?			
What was the average resolution time?			
(c) Response Times			
What was the average response time to queries received via mail and email (exclu	iding acknowledgements)?	No. of working	
M-:I		davs	
Mail Email			
(d) Contact/Call Centres			
Specifically referring to all NNDR queries direct to office/contact centre	DI		
Do you have a corporate contact centre handling:	Phone calls? Personal visits?	- Select -	
	reisonal visits:	- Select -	
If you answered <b>yes</b> to either of the above, how do they deal with the following ty			
Billing Enquiries	Calls		
Valuation Enquiries	- Select		
Exemptions & Reliefs	- Select		
Occupancy Changes	- Selec		
Payment Arrangements	- Selec		
Enforcement Agent Enquiries	- Selec	ct - Select -	
Take Payments	- Selec	ct Select -	
Does the contact centre have staff dedicated to NNDR enquires?	·	- Select -	
(e) Further Information - Visits			
Walter than the Children of th		No.	
What was the total number of NNDR enquiry visits to contact/call centres?			
Of these how many were referred to the back office?		No.	
What was the total number of NNDR enquiries received directly by the NNDR secti	on?		

# 8. STAFFING & SERVICE STRUCTURE

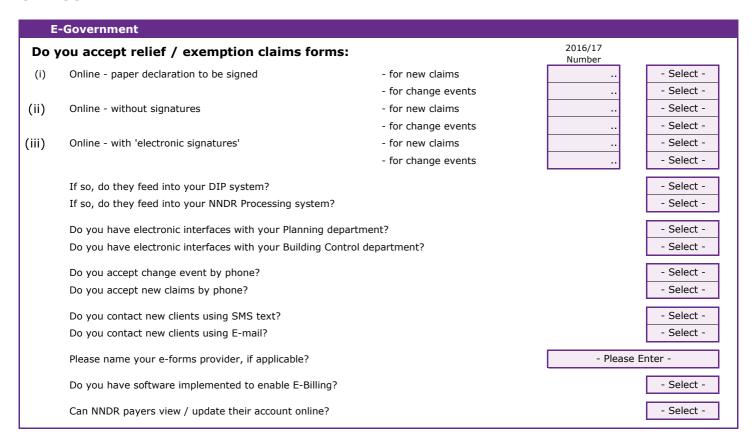
(a) Staff Grading	Go to Guidance>
What is the pay structure of your NNDR team?  (Please see guidance on how to treat part-timers)  under £15,000  £15-20,000  £20-25,000  £25-30,000  £30-40,000  over £40,000  Total FTE	FTE Staff at 31/03/2017
(b) Agency Staff	Go to Guidance>
For members for whom this is a material cost.  How many FTE agency staff do you have? (as included in 2a)  What was the total cost in 2016/17 of agency staff?	FTE Staff £'k
What was the average cost per hour for agency processing staff?	£
(c) Sickness Absence	Go to Guidance>
What is your best estimate for the average number of days per FTE in the last 12 months?  Long-term sick Short-term sick Total sickness	Days
(d) Staff Turnover	
What was the turnover of permanent staff in the NNDR section during the last 12 months?  Number of Staff FTE at 31st March 2016  Numbers leaving the organisation 2016/17  Numbers joining the organisation 2016/17  Number of Staff FTE at 31st March 2017 (as per 2a)  as per 2 (a)  (e) Employment Status	FTE
(e) Employment Status  Please provide the estimated proportion of staff cost 2016/17:	
Permanent staff - normal hours - overtime Fixed Term / Contract staff / Agency staff (including zero hours staff)	" " " " " " " " " " " " " " " " " " "
(f) Homeworking	
If you have homeworkers please split the NNDR Staff FTE between office & home based staff.  Office Based  Home Based  Total Staff  as per 2 (a)	FTE
(g) Mobile Staff	
Do you make use of tracker devices? E.g. Mobile phone/GPS for the safety of your staff  If yes, what system do you use?	- Select -
(h) Staff - Conflict of interest	
Do you maintain a register of "connected parties" to NNDR staff?  E.g. relatives, landlords, business partner etc.  If yes, how frequently do you review this register?	- Select -

Who does the head of service responsible for N	NDR report to?			- Please Enter -
Which department/directorate is the NNDR serv	vice in?			- Please Enter -
(j) Structure & Pay Scales				
This question is to help members understand e confidentiality of this data.	ach others' str	uctures. As this dat	a is considered conf	fidential by some please respect the
,		Salary Ba	ands (£'k)	
Job Title	FTE	Min	Max	Notes
Describe anything about the way your serties:	c ctructured th	at may be considered	ad unusual/of sassis	l interest
Describe anything about the way your section i	s structured th	at may be considere	ed unusual/of specia	ai interest.
If you have this structure available in a publicly	accessible we	bsite, please give th	ne link here:	
		· · · · · ·		

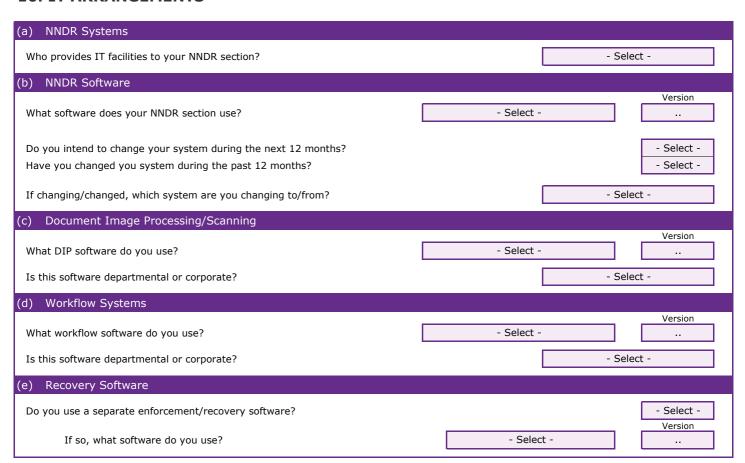
(i) Service Structure

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#### 9. E-GOVERNMENT



#### **10. IT ARRANGEMENTS**



(f) Rating Analysis Software		
Do you use a separate rating analysis software?		- Select - Version
If so, what software do you use?	- Select -	··
(g) Baseline Personnel Security Standards (BPSS)		
When did your organisation achieve compliance in order to be connected to PSN (Publ	ic Services Network) or use it to receiv - Please	

# **11. TEXT QUESTIONS**

(a) Financial Pressures - Customers	to Guidance>
Have you taken any new initiatives in respect to pressures on customers?	
(b) Budgetary Pressures	
In response to budgetary pressures, what changes in service structures and delivery of services have you made (or plan to shared services and contracting out options?	make) including
(c) Criteria for s47 Other Discretionary Relief	
Briefly describe your criteria for awarding other discretionary relief in 2017/18. How has this changed from 2016/17? Do yo discount "scheme" in place for 2017/18 and how has it changed from 2016/17?	u have a local
(d) Rates avoidance	
(i) What new developments in "rates avoidance" have you experienced?  (ii) What initiatives are you using to minimise "rates avoidance"?	

(e) Business Rate Retentions
What issues are you experiencing re following areas of Business Rate Retention?
(i) Enterprise Zone and New Development Deals
(ii) Renewable Energy Schemes
(f) Estimated Change in Rateable Value
What issues did you have in calculating the estimated growth / decline in Rateable Value at line 4 on NNDR1?
(g) FOI Requests
Do you release info on empty properties including credit balances if requested under FOI?
(h) Examples of Good Practice
Please list any examples of good practice your authority has adopted that you are willing to share with the club. Examples of good practice could include cost-saving measures, improvements in the output of the system (e.g. useful reports), improvements in customer service or efficiency savings.

# 12. Comments/Feedback

With each exercise we seek to improve the quality of guidance and definitions supplied in the questionnaire. Please detail any questions where you felt the guidance was unclear or could be improved.
If you have any comments either about the content or ways we can improve the exercise please enter here.
Next year we will hope to further improve the content included in this year's exercise. If there are any questions or areas of HR that you feel we should add to the exercise please specify below.