

Report

Report to:	Corporate Resources Committee
Date of Meeting:	10 December 2008
Report by:	Executive Director (Finance and Information Technology Resources) Executive Director (Corporate Resources)

Subject:	Statutory Performance Indicators - 5 Year Comparison 2003-04 to 2007-08
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ update the Corporate Resources Committee with the audited Statutory Performance Indicators (SPIs) for the financial year 2007-08 and, where appropriate, show comparisons and explanations for Corporate Resources over the past five years

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that details of the performance information be noted.

3. Background

- 3.1. The Local Government Act 1992 saw the formal introduction of Statutory Performance Indicators into local authorities. The Accounts Commission for Scotland has a duty to direct authorities to publish information about their performance to enable comparisons to be made between the standards of performance achieved year on year. The performance indicators cover a range of activities carried out by local authorities.
- 3.2. The information included in this report is based on the Statutory Performance Indicators for the period 2003-04 to 2007-08. It should be noted that the figures have been audited by PriceWaterhouseCoopers (PWC) and submitted to Audit Scotland within the statutory timescales. It is not anticipated that there will be any changes to the results.
- 3.3. In order to provide the Corporate Resources Committee with the necessary level of detail, Resource officers have provided information in terms of explanations regarding any variances year on year.
- 3.4. For the 2007/08 year, Audit Scotland did not introduce any changes to the SPIs for Councils from 2006/07. All indicators therefore remain the same.

3.5. As in previous years the full list of South Lanarkshire Council's SPIs for 2007-08 will be published in the Annual Report and Accounts for 2007-08, and will also be available via the Council website.

3.6. This performance information for all Resources has been reported in full to the Executive Committee, and Performance and Review Forum.

4. Detailed Information

4.1. Appendix A shows the full list of Statutory Performance Indicators relating to Corporate Resources for the period 2003-04 to 2007-08.

4.2. Appendix B explains, in narrative, any significant movements between the 2006-07 and 2007-08 reported figures.

4.3. Appendix C lists the 3 SPIs reported for 2007-08 and identifies which of these have improved, declined, or stayed the same in comparison with results for 2006-07. During 2007-08, 2 indicators showed improved performance, and 1 indicator reported a decline in performance.

4.4. Comparisons included within this report are restricted to a review of year on year for Corporate Resources. Additional comparative analysis will be carried out when Audit Scotland publish the 2007-08 SPI results for all Scottish local authorities later this year.

5. Conclusion

5.1. The information included within this report confirms that:-

- there are areas where performance improvements have been achieved over the five year period
- there is an area where the Resource has noted that future improvements in performance may be possible and that these are being progressed

6. Employee Implications

6.1. There are no employee implications.

7. Financial Implications

7.1. There are no financial implications.

8. Equality Impact Assessment and Consultation Arrangements

8.1. There is no requirement to carry out an impact assessment in terms of the proposals contained within this report.

8.2. There is also no requirement to undertake any consultation in terms of the information contained in this report.

Linda Hardie

Executive Director (Finance and Information Technology Resources)

Robert McIlwain

Executive Director (Corporate Resources)

5 November 2008

Link(s) to Council Values/Objectives:

Accountable, Effective and Efficient

Previous References

Corporate Resources Committee – 28 November 2007 – SPI 5 year comparison 2002/03 to 2006/07

List of Background Papers

- ◆ Audit Scotland SPI Direction
- ◆ Audit working files

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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APPENDIX A

CORPORATE RESOURCES

Ref	Corporate Resources (Council Wide Indicators)	2007/08 SPI	2006/07 SPI	2005/06 SPI	2004/05 SPI	2003/04 SPI
CM1	Sickness Absence Number of days lost through sickness absence expressed as a percentage of total working days available for the following groups of staff:- Chief Officers & Local Government Employees Craft Teachers	4.9%	4.6%	4.5%	4.5%	N/C
		6.1%	6.1%	4.6%	6.8%	N/C
		3.5%	3.5%	3.6%	3.4%	N/C
CM3	Equal Opportunities The number and percentage of the highest paid 2% and 5% of earners among council employees, that are women:- Number of council employees Number of women in top 2% of all employees Percentage of women in top 2% of all employees Number of women in top 5% of all employees Percentage of women in top 5% of all employees	11,604	12,127	11,704	11,788	11,953
		88	92	78	94	92
		37.8%	37.1%	33.2%	32.2%	36.5%
		276	275	244	262	256
		47.6%	41.9%	39.6%	40.4%	40.1%

Equal Opportunitites - Teaching Staff/

Ref.	Equal Opportunities	2007/08 S.P.I.	2006/07 S.P.I.	2005/06 S.P.I.	2004/05 S.P.I.	2003/04 S.P.I.
EC3	Teaching Staff The number and percentage of head and deputy head teachers who are women compared with the percentage of all teachers that are women:-					
	(a) Secondary Schools Total number of all Teachers Total number of Women Teachers Total percentage of Women Teachers Total number of Head and Depute Head Teachers Total number of Head and Depute Head Women Teachers Total percentage of Women Head and Depute Head Teachers	 1,707 1,046 61.3% 87 44 50.6%	 1,818 1,076 59.2% 124 67 54.0%	 1,864 1,086 58.3% 115 56 48.7%	 1,706 1,003 58.8% 92 44 47.8%	 1,895 1,100 58.0% 125 49 39.2%
	(b) Primary Schools Total number of all Teachers Total number of Women Teachers Total percentage of Women Teachers Total number of Head and Depute Head Teachers Total number of Head and Depute Head Women Teachers Total percentage of Women Head and Depute Head Teachers	 1,617 1,525 94.3% 218 198 90.8%	 1,845 1,736 94.1% 240 214 89.2%	 1,903 1,801 94.6% 249 224 90.0%	 1,825 1,725 94.5% 249 223 89.6%	 1,900 1,786 94.0% 247 220 89.1%
	(c) Special Schools Total number of all Teachers Total number of Women Teachers Total percentage of Women Teachers Total number of Head and Depute Head Teachers Total number of Head and Depute Head Women Teachers Total percentage of Women Head and Depute Head Teachers	 137 108 78.8% 19 16 84.2%	 156 122 78.2% 20 16 80.0%	 263 219 83.3% 24 19 79.2%	 253 211 83.4% 22 17 77.3%	 193 159 82.4% 27 22 81.5%
	(d) Total percentage of Women Teachers in all schools Total percentage of Women Head and Depute Head Teachers	77.4% 79.6%	76.8% 77.3%	77.1% 77.1%	77.7% 78.2%	76.4% 72.9%

B

CORPORATE RESOURCES**CM1. Sickness Absence**

The percentage of sickness absence for Chief Officers and local government employees has increased from 4.6% in 2006/07 to 4.9% in 2007/08. The increase in percentage is due to a decrease in the available working days from 2,503,731 in 2006/07 to 2,329,826 in 2007/08.

There has been no change to the percentages of absence for Craft and Teachers. These have remained at 6.1% and 3.5% respectively.

CM3. Equal Opportunities

The percentage of women who are in the top 2% of all employees has increased from 37.1% in 2006/07 to 37.8% in 2007/08.

The percentage of women who are in the top 5% of all employees has increased from 41.9% in 2006/07 to 47.6% in 2007/08.

The increase illustrates that the Council still continues to work to increase the number of females in senior management roles. SLC undertake recruitment monitoring and apply the equal opportunities policy stringently.

EC3. Teachers Equal Opportunities

The percentage of all women teachers in Secondary Schools has increased from 59.2% in 2006/07 to 61.3%. The percentage of head and deputy head teachers has decreased from 54.0% to 50.6% due to a number of retirements and changes to a flatter management structure.

The percentage of all women teachers in Primary Schools has remained consistent at 94% during 2007/08. There has been an increase in the percentage of head and deputy head teachers from 89.2% to 90.8%. This is due to SLC applying the Equal Opportunities policy. This is also as a result of the equal pay review for men and women.

The percentage of all women teachers in Special Schools has remained consistent at 78% during 2007/08. There has been an increase in the percentage of head and deputy head teachers from 80.0% to 84.2%. This is due to SLC applying the Equal Opportunities policy. This is also as a result of the equal pay review for men and women.

The total percentage of all women teachers in all categories has increased from 76.8% in 2006/07 to 77.4% in 2007/08. The total percentage of all heads and deputy heads has increased from 77.3% in 2006/07 to 79.6% in 2007/08.

APPENDIX**C****CORPORATE RESOURCES**

Ref	SPI	Improvement	Decline	No Change or Not comparable
CM1	Sickness Absence		X	
CM3	Equal Opportunities	X		
EC3	Teachers Equal Opportunities	X		
	TOTAL:	2	1	0