

Report

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Report to:	Corporate Resources Committee
Date of Meeting:	28 October 2009
Report by:	Executive Director (Finance and Information Technology Resources) Executive Director (Corporate Resources)

Subject:	Statutory Performance Indicators - 5 Year Comparison 2004-05 to 2008-09
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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 2008-09 and, where appropriate, show comparisons and explanations for Corporate Resources over the past 5 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 2004-05 to 2008-09. 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 2008-09 year, there were changes made to one of the Corporate Resources SPIs (Sickness Absence).
- 3.5. As in previous years the full list of South Lanarkshire Council's SPIs for 2008-09 will be published in the Annual Report and Accounts for 2008-09, and will also be available via the Council website.

- 3.6. This performance information for all Resources has been reported in full to the Corporate Management Team and the Executive Committee. In addition, the information will be reported to the Performance and Review Scrutiny Forum in December.

4. Detailed Information

- 4.1. Appendix A shows the full list of Statutory Performance Indicators relating to Corporate Resources for the period 2004-05 to 2008-09.
- 4.2. Appendix B explains, in narrative, any significant movements between the 2007-08 and 2008-09 reported figures.
- 4.3. Appendix C lists the 3 SPIs reported for 2008-09 and identifies which of these have improved, declined, or stayed the same in comparison with results for 2007-08. During 2008-09, 1 indicator showed improved performance, 1 indicator showed a decline in performance, and 1 was not comparable due to a change to the indicator.
- 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 2008-09 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 5 year period

6. Employee Implications

- 6.1. There are no employee implications.

7. Financial Implications

- 7.1. There are no financial implications.

8. Other Implications

- 8.1. None.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. There is no requirement to carry out an impact assessment in terms of the proposals contained within this report.
- 9.2. There is also no requirement to undertake any consultation in terms of the information contained in this report.

Linda Hardie
Executive Director (Finance and IT Resources)

Robert McIlwain
Executive Director (Corporate Resources)

24 September 2009

Link(s) to Council Objectives

- ◆ **Value:** Accountable, Effective and Efficient

Previous References

Executive Committee – 7 October 2009

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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CORPORATE RESOURCES

Ref	Corporate Resources (Council Wide Indicators)	2008/09 S.P.I.	2007/08 S.P.I.	2006/07 S.P.I.	2005/06 S.P.I.	2004/05 S.P.I.
CM1	Sickness Absence The average number of working days per employee lost through sickness absence for:- (a) Teachers (b) All other Local Government employees	9.2 days 12.8 days	N/C N/C	N/C N/C	N/C N/C	N/C 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	10,976 83 37.7% 279 50.9%	11,604 88 37.8% 276 47.6%	12,127 92 37.1% 275 41.9%	11,704 78 33.2% 244 39.6%	11,788 94 32.2% 262 40.4%

Ref	Equal Opportunities	2008/09 S.P.I.	2007/08 S.P.I.	2006/07 S.P.I.	2005/06 S.P.I.	2004/05 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:-					
	(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	 1,540 1,440 93.5% 246 217 88.2%	 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%
	(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	 143 112 78.3% 18 15 83.3%	 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%
	(d) Total percentage of Women Teachers in all schools Total percentage of Women Head and Depute Head Teachers	 77.6% 78.1%	 77.4% 79.6%	 76.8% 77.3%	 77.1% 77.1%	 77.7% 78.2%

CORPORATE RESOURCES**CM1. Sickness Absence**

The average number of working days per employee lost through sickness absence for Teachers is 9.2 days.

The average number of working days per employee lost through sickness absence for all other Local Government employees is 12.8 days.

CM3. Equal Opportunities

The percentage of women who are in the top 2% of all employees has decreased slightly from 37.8% in 2007/08 to 37.7% in 2008/09.

The percentage of women who are in the top 5% of all employees has increased from 47.6% in 2007/08 to 50.9% in 2008/09.

The increase in the number of women in the top 5% reflects the Council's commitment to equality of opportunity. Improvements in the recruitment processes such as using a variety of methods to assess candidates continues to assist managers in recruiting the right candidate for the job.

EC3. Teachers Equal Opportunities

The percentage of all women teachers in Secondary Schools has remained constant at 61.3% in 2008/09. The percentage of head and deputy head teachers has increased from 50.6% to 51.5%.

The percentage of all women teachers in Primary Schools has decreased from 94.3% in 2007/08 to 93.5% in 2008/09. There has been an decrease in the percentage of head and deputy head teachers from 90.8% to 88.2%.

The percentage of all women teachers in Special Schools has decreased slightly from 78.8% to 78.3%. There has been an decrease in the percentage of head and deputy head teachers from 84.2% to 83.3%.

The total percentage of all women teachers in all categories has increased slightly from 77.4% in 2007/08 to 77.6% in 2008/09. The total percentage of all heads and deputy heads has decreased from 79.6% in 2007/08 to 78.1% in 2008/09. This is mainly due to general movement and employees retiring.

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:	1	1	1