

# Report

7

Report to:	<b>Corporate Resources Committee</b>
Date of Meeting:	<b>15 February 2012</b>
Report by:	<b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Statutory Performance Indicators 2010/11</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide the Corporate Resources Committee with an analysis of the audited Statutory Performance Indicators (SPIs) for 2010/11
- ◆ inform of improvement actions confirmed by Resources

## 2. Recommendation(s)

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

- (1) that the details of the performance be noted; and
- (2) that the range of improvement actions identified by the Resource be noted.

## 3. Background

- 3.1. The Local Government Act 1992 saw the formal introduction of SPIs into local authorities. Each year, the Accounts Commission publish a Direction relating to SPIs which require to be reported on by Council. The Direction relating to 2010/11 continued with the same suite of SPIs used in 2009/10. The Commission notes that these indicators do not cover all the services and functions against which councils are required to report, and are seen as one element of performance monitoring.
- 3.2. The information included in this report is focussed on the SPI results for 2010/11 relative to Corporate Resources. The report relating to all Resources' SPIs is presented to the Executive Committee and the Performance and Review Scrutiny Forum. It should be noted that the figures were audited by PricewaterhouseCoopers (PwC) and submitted to Audit Scotland within the statutory timescales.
- 3.3. As in previous years, the full list of the Council's SPIs for 2010/11 has been published in the Annual Report and Accounts and were made available via the Council website by the end of September, in line with statutory requirements.
- 3.4. In order to provide the Corporate Resources Committee with the necessary level of detail, Resource officers have provided information in terms of explanations of variances year-on-year. Details of improvement actions which have been put in place are also provided. The Resource has also taken the opportunity to comment on areas of improved performance and explain how it is aimed to maintain this trend into 2011/12.

- 3.5. For 2010/11 there are 2 SPIs for the Resource which are broken down into four measures for comparison purposes.
- 3.6. Comparisons included within this report provide a year-on-year comparison for South Lanarkshire Council. Also provided is information in relation to the Council's ranking of its SPIs. This information has been analysed from Audit Scotland's 2010/11 SPI compendium which provides the results for all Scottish local authorities. .

#### **4. Detailed Information**

- 4.1. Appendix A shows the Statutory Performance Indicators for Corporate Resources for the years 2008/09, 2009/10 and 2010/11. It also identifies which of these have improved, declined or stayed the same when comparing 2009/10 with 2010/11, together with an explanation of performance and proposals for improvement during 2011/12 as appropriate.
- 4.2. Appendix A also includes ranking information. This provides the opportunity to consider not only the improvement/decline of the SPI itself, but also the ranking in comparison to other local authorities.
- 4.3. No one element of SPI information should be considered in isolation. It is important to take account of operational performance, including percentage improvement or decline as relevant; ranking and movements within and across quartiles; and assessment of relevant importance of the measure to the Council. For Corporate Resources all 4 measures have improved.
- 4.4. In moving forward, continued emphasis for the Council is to pursue improvement on 'high importance' measures.

#### **5. Conclusion**

- 5.1. The information included within this report confirms that:-
  - ◆ performance improvement has been achieved over the three year period
  - ◆ 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. Other Implications**

- 8.1. The management of risk in relation to SPIs is addressed by Resources in the identification and progression of Improvement Measures for all declining SPIs. For those SPIs which have not declined, Resources have also considered their approach to maintaining continued performance.
- 8.2. There are no implications for sustainability in terms of the information contained within this report.

## **9. Equality Impact Assessment and Consultation Arrangements**

- 9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.
- 9.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

**Paul Manning**  
**Executive Director (Finance and Corporate Resources)**

12 December 2011

### **Link(s) to Council Objectives/Improvement Themes/Values**

- ◆ Objective – Performance management and improvement

### **Previous References**

- ◆ Corporate Resources Report – 10 November 2010 – SPI 5 year comparison 2005/06 to 2009/10

### **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:-

Anne McLure, Finance Adviser

Ext: 4627 (Tel: 01698 454627)

E-mail: [anne.mclure@southlanarkshire.gov.uk](mailto:anne.mclure@southlanarkshire.gov.uk)

## CORPORATE RESOURCES

## APPENDIX A

Ref	Corporate Resources (Council Wide Indicators)	Comments	2010/11		2009/10		2008/09	
			S.P.I Imp/Dec	Rank Imp/Dec	S.P.I Imp/Dec	Rank Imp/Dec	S.P.I Imp/Dec	Rank Imp/Dec
1	<b>Sickness Absence</b> The average number of working days per employee lost through sickness absence for:-							
(H)	(a) Teachers	<u>2010/11 Performance and Improvement Measure for 2011/12</u> There has been a decrease in the number of days lost per employee. The Employee Assistance programme continues to be promoted which offers employees support to help reduce absence levels.	7.4 days I	22 I	8.6 days I	24 I	9.2 days NR	26 NR
(H)	(b) All other Local Government employees		9.9 days I	8 NC	10.4 days I	8 I	12.8 days NR	16 NR
2	<b>Equal Opportunities</b> The number and percentage of the highest paid 2% and 5% of earners among council employees, that are women:- Number of council employees							
(M)	- Number of women in top 2% of all employees - Percentage of women in top 2% of all employees	<u>2010/11 Performance and Improvement Measure for 2011/12</u> There has been an increase in the percentage of women in the top 2% of earners. There was a change in the way this SPI was calculated which accounted for the reduction in numbers from the previous year. In addition, improvements in the recruitment process and continuing developments in selection techniques also contributed to the increase.	9,713 81 40.9% I	11 I	10,695 82 38.1% I	15 D	10,976 83 37.7% D	13 NC
(M)	- Number of women in top 5% of all employees - Percentage of women in top 5% of all employees	<u>2010/11 Performance and Improvement Measure for 2011/12</u> There has been an increase in the percentage of women in the top 5% of earners. There was a change in the way this SPI was calculated which accounted for the decline in performance in the previous year. In addition, improvements in the recruitment process and continuing developments in selection techniques also contributed to the increase.	296 45.1% I	20 I	284 42.1% D	21 D	279 50.9% I	3 I

**Note:**

I = Improve / D = Decline/ NC = No change / NR = No ranking