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## Report of the Head of Corporate Policy

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### Purpose of the Report

- 1 The purpose of this report is to provide the third quarter performance update (2005/06) and final quartile positions (2004/05) for Best Value Performance Indicators relevant to our Corporate Aim, Ensuring Effective Corporate Leadership.

### Quartile Positions 04/05

- 2 There are 8 Best Value Performance Indicators aligned to Ensuring Effective Corporate Leadership that can be tracked from 2003/04. Of these, 7 held the previous year's quartile position and 1 improved from 2nd to top quartile (11a top 5% earners that are women). The following table contains the 2004/05 quartile positions for 12 quartiled corporate health BVPIs.

Quartile Position	BVPI
Top	11c % top 5% earners that are women 157 E Government: E-enabled interactions
Second	2b Duty to promote race equality 11b Top 5% of earners from black & minority ethnic groups 15 Ill health retirements
Third	8 Invoices paid by the authority within 30 days 12 Days / shifts lost to sickness absence
Bottom	14 % employees retiring early 16a/16b % employees with a disability /% of economically active disabled in population 17a/17b % of black & ethnic minority employees / % of economically active minority ethnic in population

### Third Quarter Performance

- 3 3<sup>rd</sup> quarter performance 05/06 for BVPIs aligned to Ensuring Effective Corporate Leadership and estimates of year-end outturn where available are available in Appendix A.

### Improvements

- 4 A number of BVPIs have improved performance since final outturn for 2004/05 and the following are of particular note:
  - **8 Invoices paid within 30 days.** This BVPI has been 3<sup>rd</sup> quartile from 2001/02 to 2004/05. Performance during 2005/06

has improved by more than 4% and year-end outturn is expected to exceed target.

- **11a Women in top 5% of earners.** Improved performance during 2004/05 resulted in a top quartile position for this BVPI. Performance during 2005/06 has further improved and is likely to achieve the target set.
- **156 Local Authority Buildings – disabled access.** Performance in the third quarter has improved slightly and it is expected that final outturn will reach the 50% target by the year-end 2005/06

### **Potential cause for concern**

- 5 A number of indicators are not set to achieve their year-end target 05/06 or where performance has deteriorated. Of particular note:
- **11b Black / ethnic minorities in top 5% of earners.** 04/05 performance resulted in a 2<sup>nd</sup> quartile position for this indicator. Performance during 05/06 has deteriorated and is likely to result in a drop in quartile position.
  - **12 Days/ shifts lost to sickness absence.** Performance 04/05 was third quartile, the position has not improved, and we are unlikely to achieve the 05/06 target.
  - **14 Employees retiring early.** 2004/05's performance resulted in a bottom quartile position for this indicator. Performance has not improved although it is slightly better than the target for 05/06. This performance is likely to result in another bottom quartile position for 05/06

### **Recommendations**

That Corporate Scrutiny Sub-Committee Members:

- (i) note the contents of this report
- (ii) agree to receiving subsequent quarterly performance progress reports

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