



Report of the Head of Corporate Policy

Purpose of the Report

- 1 The purpose of this report is to provide an update of 2006/07 year end performance for the authority's corporate priorities and the Best Value Performance Indicators (BVPIs) relevant to our Corporate Aim, Ensuring Effective Corporate Leadership. We are in the process of finalising end of year performance for 2006/07. Scrutiny will be presented with finalised data at the meeting
- 2 Full details of our objectives, achievements and plans for this aim are set out in the relevant section of the Corporate and Best Value Performance Plan 2006/07. Our main corporate leadership priorities are represented by the Embracing Change programme. This includes: performance management, equalities and diversity, the People Strategy, Community, Localism and Access, and the BVPIs reported to this committee tell us how we are doing in some of these areas.
- 3 The process of transferring all data from a series of older recording systems to the corporate Resource Link HR/Payroll system is continuing. It is anticipated that this rationalisation of primary data onto one system may further enhance data reliability during 2007/08. Although the new system will generate improved data capture, the change in mid-year has had an effect on data, performance to target and comparisons to previous years. The new system has already improved accuracy by ensuring schools are excluded from the data, proving more inclusive to some very senior staff and allowing honoraria and overtime requirements to be included. The top 5% salary threshold has already increased and this has had an effect on BVPI 11. It is anticipated that as Resource Link is applied over a longer period of time, we will achieve more consistent overall information.
- 4 To gain maximum impact of performance management intelligence from Performance Plus, the system requires tolerances and milestones to be set for targets. A zero tolerance is to the 2006/07 targets.

Key to Tables

- increasing, improved performance
- decreasing, improved performance
- decreasing, deteriorating performance
- increasing, deteriorating performance
- no change

- performance worse than target (outside tolerance)
- performance within tolerance levels
- performance better than target (outside tolerance)

Key to Quartile Positions

- bottom quartile
- third quartile
- second quartile
- top quartile

Key to Graphs

- Actual
- worse than target performance
- better than target performance
- Projection - 3 data points
- Projection - 9 data points

- 5 There is one corporate priority for improvement aligned to Ensuring Effective Corporate Leadership:

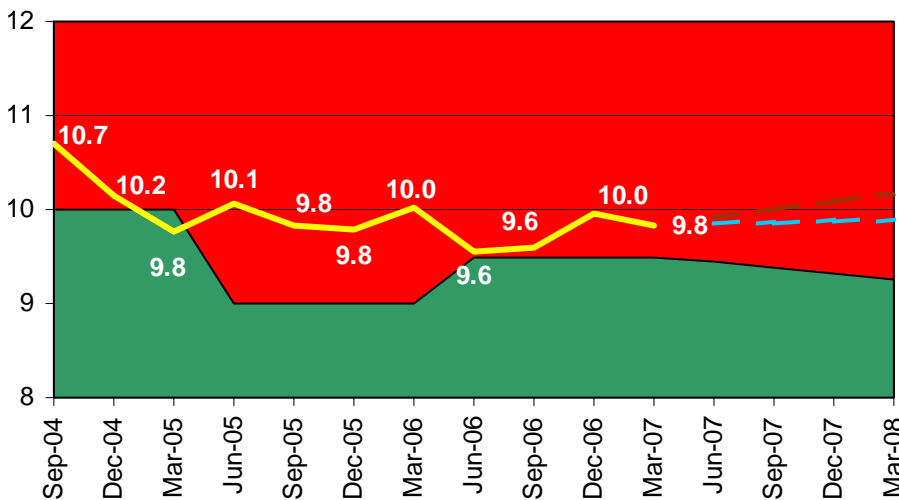
PRIORITY FOR IMPROVEMENT 4

Improving Health

Reduction in County Council Sickness

To know if we are succeeding at this, we are measuring:

Number of days / shifts lost due to sickness



Quartile Position		
2003/04	2004/05	2005/06
Actual		
9.84	↓ ✓	
Target		
9.50	▲	

141,549 days were lost due to sickness in the 12 months ending 31 March 2007. Although falling short of our target, the sickness rate is an improvement on last year's outturn (10.02). Managing Sickness Absence training continues to be an integral part of a manager's development and the Council has also committed to a positive health at work agenda. It is anticipated that these will have an increasing positive effect on the sickness figures.

The Council has been successful in attaining the Bronze Health at Work Award this year, a programme that seeks to create a healthier workplace. This programme, linked to our management training strategy and evolving positive employment strategies on Smoking and Stress Management demonstrates our overall commitment to further reducing our absence levels.

Our targets have been modified. Although the general trend in recent years has been downward, this pattern has levelled out in the last 18 months. Therefore, it is thought prudent to aim for more realistic goals while assessing the impact of some of the strategies mentioned above, alongside the establishment of the corporate data system.

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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