

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE – 16 NOVEMBER 2004

STATUTORY PERFORMANCE INDICATORS FOR 2003/04

Report by Depute Chief Executive/Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1 To present the outcome for the 2003/04 Statutory Performance Indicators (SPIs) in respect of those indicators for which Committee has an interest.

2. BACKGROUND

- 2.1 The unaudited figures for all SPIs were reported in the usual way to the June 2004 meeting of Council. Following audit, it is a requirement that Service Departments with responsibility for specific SPIs report on the performance of these indicators to the relevant Committee.

3. PERFORMANCE INFORMATION

- 3.1 Details of the Council's performance against the Statutory Performance Indicators in which Committee has an interest are enclosed as an appendix to this report. Comparative figures for the previous 2 years, where these are applicable and a commentary on performance have been added.

4. FINANCIAL / LEGAL / POLICY IMPLICATIONS

- 4.1 None arising from this report.

5. RECOMMENDATIONS

- 5.1 It is recommended that the Committee:-
- (i) consider the performance of the Council in 2003/04 against the Statutory Performance Indicators in which it has an interest as detailed in the appendix to this report; and
 - (ii) otherwise note the content of this report.

Elizabeth Morton
**Depute Chief Executive/
Director of Corporate Support**

1 November 2004

Members wishing further information should contact Elizabeth Morton, Depute Chief Executive/Director of Corporate Support, Tel. (01563) 576001

Corporate Management

| | 2001/02 | 2002/03 | 2003/04 |
|---|---------|---------|---------|
| 1. Sickness Absence | | | |
| The number of days lost through sickness absence expressed as a percentage of total working days for the following groups of staff: | | | |
| Chief Officers, APT&C Employees | 5.7% | 5.3% | 5.1% |
| Craft and Manual Employees | 6.8% | 7.1% | 6.8% |
| Teachers | 3.3% | 3.3% | 3.8% |
| <p>The Council closely monitors the detailed trends in employee sickness absence and will continue to further develop its Corporate Managing Absence Information System. Guidance/Information Booklets on Managing Absence Policy and Procedures have been issued to Line Managers and employees highlighting respective responsibilities and the Council's general commitment to managing its employees' absence.</p> <p>The Council's corporate internal training course on Managing Absence is being revised to reflect the new policy and procedures. The Council is also participating in a national Pilot Project on Stress Management with the Health and Safety Executive aimed at developing standards for the management of stress.</p> <p>There has been a small increase in the absence rate for teachers. Whilst the increase is in line with normal fluctuations, it remains within the Council target of 4%.</p> | | | |
| | | | |
| | 2001/02 | 2002/03 | 2003/04 |
| 3. Equal Opportunities | | | |
| The number and percentage of the highest paid 2% and 5% of earners among Council employees, that are women: | | | |
| In top 2% of all employees | | | 17.2% |
| In top 5% of all employees | | | 33.3% |
| <p>This is a changed indicator for which there is no comparable data.</p> <p>In general, within East Ayrshire Council the percentage of senior professionals who are female has been rising consistently over the past 4 years and whilst there is no comparable data, the following can be viewed as reference points:</p> <p>2002/03 % of women Chief Officers = 8%. % of women in salary band A = 18.6%</p> <p>2001/02 % of women Chief Officers = 8%. % of women in salary band A = 13.9%</p> | | | |