

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE - 29 SEPTEMBER 2005

STATUTORY PERFORMANCE INDICATORS FOR 2004/05

Report by Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1 To present the outcome for the 2004/05 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 24 June 2005 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.
- 3.2 It should be noted that there have been no changes to the unaudited figures previously reported to Council.

4. FINANCIAL / LEGAL / POLICY IMPLICATIONS

- 4.1 None arising from this report.

5. RECOMMENDATIONS

- 5.1 It is recommended that the Committee:-
- (i) note and consider the performance of the Council in 2004/05 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/Executive Director of Corporate Support
1 September 2005

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

APPENDIX

Corporate Management

	2002/03	2003/04	2004/05
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 officials and local government employees			6.1 %
Craft employees			4.5%
Teachers	3.3%	3.8%	3.3%
<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 continue to be issued to new Line Managers and employees highlighting respective responsibilities and the Council's general commitment to managing its employees' absence.</p> <p>The Council's revised corporate internal training course on Managing Absence is now being delivered. Toolbox Talks on Managing Absence have also been delivered to managers and supervisors.</p> <p>There have been changes in the reporting of employee groupings in this year's Sickness Absence Indicator. In previous years the categories reported were Chief Officers, administrative, professional, technical and clerical employees; craft and manual employees and teachers. Due to the impending changes resulting from the implementation of Single Status, the revised categories are as detailed in the table above. Therefore, there are no comparable figures against last year's return.</p>			
	2002/03	2003/04	2004/05
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%	23.3%
In top 5% of all employees		33.3%	37.2%
<p>In general, within East Ayrshire Council the percentage of senior professionals who are female has been rising consistently over the past 5 years. In the past year, a major factor in the increase of women within the highest paid Council employees has been as a result of the Strengthening of Frontline Social Work Services in response to the national recruitment and retention crisis within the profession which led to a number of female social workers being regraded.</p>			