

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE – 28 SEPTEMBER 2006

STATUTORY PERFORMANCE INDICATORS FOR 2005/06

Report by Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1 To present the outcome for the 2005/06 Statutory Performance Indicators (SPIs) in respect of those indicators for which this Committee has an interest.

2. BACKGROUND

- 2.1 The unaudited figures for all SPIs were reported in the usual way to the 22 June 2006 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 attached as an appendix to this report, i.e. Sickness Absence and Equal Opportunities. 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 2005/06 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

5 September 2006

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

Corporate Management

	2003/04	2004/05	2005/06
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%	5.6%
Craft employees	-	4.5%	4.3%
Teachers	3.8%	3.3%	2.9%
Comments:			
<p>Departments have continued to comply with the Council's Managing Absence Policy. Regular reports on Absence Management are submitted to the Council through its Service Committees. The continued development of the Council's Corporate Managing Absence Information System has ensured that the gathering of accurate sickness information is a main priority. Departments generate monthly reports on procedural control information which is then distributed to all relevant managers for action as necessary.</p> <p>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 commitment to managing its employees' absence. The Council's revised corporate internal training course on Managing Absence was delivered during the year.</p>			
	2003/04	2004/05	2005/06
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%	26.1%
In top 5% of all employees	33.3%	37.2%	37.6%
Comments:			
<p>The Council's Recruitment and Selection Policy and Procedures were updated during the year to take account of new legislation and reflect best personnel practice.</p>			

5 September 2006