

Subject:

To brief the Performance Overview and Scrutiny Committee in relation to the performance of the Corporate Health Indicators

Status:

For Publication

Report to:

Performance Overview and Scrutiny Committee

Date:

29th July 2008

Report of: Head of People and Policy

Portfolio

Holder: Finance and Resources

Key Decision: No

Forward Plan General Exception Special Urgency

1. PURPOSE OF REPORT

1.1 The purpose of the report is to brief members on the performance of the Corporate Health Best Value Performance Indicators.

2. CORPORATE PRIORITIES

2.1 The matters discussed in this report impact directly on the following corporate priorities and associated corporate objective.

- Delivering Quality Services to Customers (Customers, Improvement)

3. RISK ASSESSMENT IMPLICATIONS

3.1 There are no specific risk issues for members to consider arising from this report.

4. BACKGROUND AND OPTIONS

4.1 The Best Value Performance Indicators for Corporate Health are as follows:
BVPI 2a Equality Standard for Local Government
BVPI 2b Duty to promote Race Equality
BVPI 11a Top5% of Earners Women
BVPI 11b Top 5% of Earners Ethnic Minorities

BVPI 11c Top 5% of Earners Disabled

BVPI 12 Working Days lost due to sickness.

4.2 BVPI 2a Equality Standard for Local Government.

Considerable progress has been made in relation to the Council's performance against the Equality Standard and this has been subject of previous reports to the Overview and Scrutiny Committee. The target for 2007/08 was Level 3. The Council has assessed itself against the Standard and has self assessed itself as at Level 3. However, a revision of the Equality Standard has introduced a requirement for an assessment by an external assessor for level 3. This is currently being explored with the IdEA and Bolton Council. There is a waiting list for the IdEA assessment. The Council could participate in a three day peer review facilitated by Bolton Council but the next review is not due to take place until 2009.

4.3 BVPI 2b Duty to Promote Race Equality.

Some progress has been made in relation to this indicator. To progress further the Council would need to be able to demonstrate evidence in the following:

- Improvement in the representation in all levels of the range of ethnic groups.
- Widening of the ethnic profile of service users having regard to need and relative to local population.
- Improving satisfaction rates among service users of all ethnic groups and reducing any differences.
- Providing services that meet the needs of all ethnic groups.
- Improving service outcomes for all ethnic groups.
- Increased confidence in reporting of racial incidents.
- Increasing satisfaction in the way racial incidents handled.

The ability to demonstrate evidenced improvement in these areas has been difficult due to the lack of fully representative data which can be used as a benchmark. The Communities Manager is exploring refreshing the Citizens Panel, and utilization of a wider range of consultation mechanisms to ensure more representative results.

4.4 BVPI11a Top 5% of Earners Women, BVPI 11b Top 5% of Earners Ethnic Minorities and BVPI 11c Top 5% of Earners Disabled.

The aforementioned indicators focus on the gender, ethnic origin and disability of the top 5% of earners who are employed within the Council. Due to the number of employees employed this represents ten employees which is a very small sample. The Council has made considerable progress in relation to gender. However, no employees are from an ethnic minority. In relation to disability the outturn was 10.04% for 2007/07 which dropped to 0% for 2007/08 this represented one employee who left the employment of the Council.

4.5 BVPI 12 Working days lost due to sickness

Considerable progress was made in relation to BVPI 12. At the end 2006/2007 the out turn had reduced from 10.00 days to 6.96 days. The outturn for 2007/8 disappointingly increased to 8.00 days but stayed below the 10.00 days which was still top quartile performance amongst similar District Councils. The BVPI is calculated by examining the total number of hours lost in a year as compared to the total number of available established working hours. As the number of employees directly employed has reduced the impact of a small number of absences by a few employees has a major impact on the outturn of the BVPI.

During 2007/2008 two particularly difficult absence cases had a significant impact on the outturn.

COMMENTS FROM STATUTORY OFFICERS:

5. SECTION 151 OFFICER

- 5.1 There are no direct financial implications other than the potential impact of BV12 and the use of temporary staff due to staff absence where the position is business critical and where the absence will adversely impact on frontline customer service delivery.

6. MONITORING OFFICER

- 6.1 No legal implications

7. HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT (ON BEHALF OF THE HEAD OF PAID SERVICE)

- 7.1 No Human Resources Implications

8. CONCLUSION

- 8.1 As part of the development of local performance indicators. The previous Overview and Scrutiny Committee has agreed that the following will be retained as local performance indicators:

- Equality Standard for Local Government.
- Numbers of employees who are women, have a disability and who are from an ethnic minority.
- Working days lost due to sickness absence.

Progress in relation to the equality indicators will continue to be reported to Overview and Scrutiny as part of the Equalities Progress Report. The indicator in relation to working days lost due to sickness will be a feature of the Use of Resources Report.

9. RECOMMENDATION(S)

- 9.1 The Performance Overview and Scrutiny Committee is asked to note the report.

10. CONSULTATION CARRIED OUT

- 10.1 None

11. EQUALITY IMPACT ASSESSMENT

Is an Equality Impact Assessment required No

Is an Equality Impact Assessment attached No

12. BIODIVERSITY IMPACT ASSESSMENT

Is a Biodiversity Impact Assessment required No

Is a Biodiversity Impact Assessment attached No

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No background papers