FLINTSHIRE COUNTY COUNCIL

REPORT TO: **CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE**

DATE: **THURSDAY 11TH JUNE 2015**

REPORT BY: **MEMBER ENGAGEMENT MANAGER**

SUBJECT: **YEAR END CHIEF OFFICER PERFORMANCE REPORTS**

1.00   PURPOSE OF REPORT

1.01   To consider the 2014/15 Year End Service Performance Reports produced at Chief Officer level for their respective portfolios.

2.00   BACKGROUND

2.01   The new style Improvement Plan adopted by Council in June 2013 which is aligned to the new three year Outcome Agreement, focuses on the priorities which are expected to have the most impact during 2014/15.

2.02   In addition to the Chief Officer performance reports, bi-annually Improvement Plan Monitoring Reports will be presented to Overview & Scrutiny Committees according to the priority area of interest.

3.00   CONSIDERATIONS

3.01   Copies of the detailed Year End Service Performance Reports are attached at Appendix 1 – People and Resources and Appendix 2 – Governance.

3.02   The contents of the Chief Officer reports include:-

- areas of positive performance;

- areas of concern;

- the Council Improvement Priorities that are not set as an in-year priority;

- progress for key projects and collaborative areas of work;

- risk summaries;

- reporting against findings from internal and external regulatory bodies e.g. Wales Audit Office, Care and Social Services Inspectorate Wales or Estyn; and

- performance against the statutory national performance indicators (NSIs and PAMs).

3.03   Analysis of performance against the Improvement Targets and NSIs is undertaken using the RAG (Red, Amber and Green) status.   This is defined as follows:-

- RED – equates to a position of unacceptable performance

- AMBER – equates to a mid position where the performance has not achieved target but is within an acceptable level

- GREEN – equates to meeting or exceeding target

3.04   The indicators which showed a high (RED) status against target is the national measure for sickness absence:-

The number of working days/shifts per full time equivalent (FTE) local authority employees lost due to sickness absence

The target for 2014/15 was an average of 9.6 days/shifts however the outturn for year end was an average of 10.66 days/shifts per employee.

Managing attendance at work remains a priority and continued measures are in place to keep absences to a minimum wherever possible.   These include reporting and action planning across each Portfolio.   Absences reporting including trigger reports are produced on a monthly basis and issued to managers.   With the support of the HR team, focus is made on frequent, short term absences, long term absences and return to work interviews with employees, to understand any underlying issues affecting attendance at work.

4.00   RECOMMENDATIONS

4.01   That the Committee consider the 2014/15 Year End Service Performance Reports produced by the Chief Officers, highlight and monitor poor performance and feedback details of any challenge to the Policy, Performance & Partnerships Team who are responsible for the overview and monitoring of improvement targets, for inclusion in the report to the Cabinet.

5.00   FINANCIAL IMPLICATIONS

5.01   None as a result of this report.

6.00   ANTI POVERTY IMPACT

6.01   None as a result of this report.

7.00   ENVIRONMENTAL IMPACT

7.01   None as a result of this report.

8.00 **EQUALITIES IMPACT**

8.01 None as a result of this report.

9.00 **PERSONNEL IMPLICATIONS**

9.01 None as a result of this report.

10.00 **CONSULTATION REQUIRED**

10.01 Publication of this report constitutes consultation.

11.00 **CONSULTATION UNDERTAKEN**

11.01 Not applicable.

12.00 **APPENDICES**

12.01 Appendix 1 – People and Resources
Appendix 2 – Governance

LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS
None.
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