

REPORT TO: Cabinet Member – Corporate Services
Overview & Scrutiny Committee (Performance & Corporate Services)

DATE: 13 October 2010
09 November 2010

SUBJECT: **Revenue Expenditure, Capital Programme and Performance – 2009/10 Portfolio Final Accounts**

WARDS AFFECTED: All

REPORT OF: Chief Executive – Margaret Carney
Assistant Chief Executive – Samantha Tunney
Interim Head of Corporate Finance & ICT Strategy – John Farrell
Head of Corporate Legal Services – Jill Coule
Head of Corporate Personnel – Mark Dale
Environmental & Technical Services Director – Peter Moore

CONTACT OFFICER: Samantha Tunney - 0151 934 4039/2174
John Farrell – 0151 934 4096
Andrea Grant – 0151 934 2030
Mark Dale – 0151 934 3949
Peter Moore – 0151 934 4018
Helen Wilson – 0151 934 4047

EXEMPT/CONFIDENTIAL: No

PURPOSE/SUMMARY:

To notify the Cabinet Member of the final 2009/10 outturn position for the Corporate Services Portfolio.

REASON WHY DECISION REQUIRED:

To allow the Cabinet Member to consider whether there are any issues arising from the 2009/10 accounts for the portfolio which should be referred to the Scrutiny and Review Committee (Performance & Corporate Services).

RECOMMENDATIONS:

The Cabinet Member is asked to:

- a) Note the Portfolio's revenue expenditure outturn for 2009/10;
- b) Note the Portfolio's capital expenditure outturn for 2009/10;
- c) Note the Portfolio's performance indicators and data for 2009/10; and
- d) Consider whether, in the light of the comments made by the Services Directors in this report, any issues should be referred to the Scrutiny and Review Committee (Performance & Corporate Services) for consideration.

KEY DECISION: No

FORWARD PLAN: Not appropriate

IMPLEMENTATION DATE: Following the expiry of the “call-in” period for the Minutes of the meeting.

ALTERNATIVE OPTIONS:

None

IMPLICATIONS:

Budget/Policy Framework:

Financial:

This report identifies a revenue budget overspend of £0.136m for 2009/10 for this Portfolio which has had to be met from the general balances of the Council. Actual capital expenditure against the Capital Programme has resulted in a re-phasing of £0.443m of expenditure into 2010/11.

	2010/11 £	2011/12 £	2012/13 £	2013/14 £
CAPITAL EXPENDITURE				
Gross Increase in Capital Expenditure				
Funded by:				
Sefton Capital Resources				
Specific Capital Resources				
REVENUE IMPLICATIONS				
Gross Increase in Revenue Expenditure				
Funded by:				
Sefton funded Resources				
Funded from External Resources				
Does the External Funding have an expiry date? Y/N	When?			
How will the service be funded post expiry?				

Legal: Not appropriate

Risk Assessment: Not appropriate

Asset Management: Not appropriate

CONSULTATION UNDERTAKEN/VIEWS

The Chief Executives, Finance & Information Services, Legal, Personnel, and Technical Services Departments were involved in the closure of the 2009/10 accounts.

FD 525 - The Interim Head of Corporate Finance and ICT Strategy has been consulted and his comments have been incorporated into this report.

CORPORATE OBJECTIVE MONITORING:

<u>Corporate Objective</u>		<u>Positive Impact</u>	<u>Neutral Impact</u>	<u>Negative Impact</u>
1	Creating a Learning Community		√	
2	Creating Safe Communities		√	
3	Jobs and Prosperity		√	
4	Improving Health and Well-Being		√	
5	Environmental Sustainability		√	
6	Creating Inclusive Communities		√	
7	Improving the Quality of Council Services and Strengthening local Democracy	√		
8	Children and Young People		√	

LIST OF BACKGROUND PAPERS RELIED UPON IN THE PREPARATION OF THIS REPORT

None

Revenue Expenditure, Capital Programme and Performance – 2009/10 Portfolio Final Accounts

1 Introduction

- 1.1 The Audit and Governance Committee considered the Council's full Statement of Accounts on 30 June 2010. This report outlines the 2009/10 revenue and capital outturn for the Corporate Services Portfolio and identifies the major variations. The report also contains details of the Portfolio's operational performance in 2009/10 against its relevant indicators, together with comments by the Service Directors who are responsible to this Portfolio for their revenue, capital and performance issues, highlighting any that have ongoing implications for later years.
- 1.2 A separate report will be presented to the Overview and Scrutiny Committee to allow an independent review of all Portfolios' outturn positions.

2 Revenue Expenditure 2009/10

- 2.1 The closure of the 2009/10 Revenue Accounts has now been completed; however the detail is still subject to examination by the auditors Pricewaterhouse Coopers. The outturn for the Council indicates that General Fund Balances will increase (when compared to the budgeted position) to £3.661m, owing to an overall net under spending of £0.021m.
- 2.2 The final outturn position for this portfolio, when compared to the 2009/10 Revenue budget, indicates a net overspend of £0.136m.
- 2.3 Annex A summarises the divisions of service provided by this Portfolio and compares the 2009/10 estimates with provisional outturn figures. The main variations within the net overspend are analysed below :

	£m	£m
CHIEF EXECUTIVE'S DEPARTMENT		
a) Reduced costs relating to unused corporate office accommodation and in particular due to a reduced asset revaluation of Balliol House	-0.427	
Chief Executive's Department net under spend	-0.427	-0.427
FINANCE DEPARTMENT		
b) Housing Benefits net under spend	-1.271	
c) Release of Housing Benefit Reserves	-0.244	
d) Specialist Transport Unit	1.305	
e) Other Net Variations	-0.058	
Finance Department net under spend	-0.268	-0.268

LEGAL DEPARTMENT

f) Pay Costs	0.119	
g) Supplies & Services	0.114	
h) Legal Contract Fees	0.134	
i) Land Search Fees	0.062	
j) Civic & Mayoral Services	-0.140	
k) Other Net Variations	0.014	
Legal Department net overspend	0.303	0.303

PERSONNEL DEPARTMENT

l) Pay Costs	-0.016	
m) Supplies & Services	-0.042	
n) Occupational Health	-0.054	
o) Additional income	-0.026	
p) Training Unit	-0.037	
q) Other Net Variations	-0.021	
Personnel Department net underspend	-0.196	-0.196

TECHNICAL SERVICES DEPARTMENT

r) Net Overspending on Administrative Buildings due to delays in the roll out of staff migrations to alternative accommodation as part of the accommodation strategy - in particular from Balliol House to St Peters House	0.426	
s) Admin Buildings staff costs where no budget exists to meet the costs of additional security or support staffing	0.100	
t) Other Properties general Repairs and Maintenance expenditure in respect of corporate properties held by the Council	0.167	
u) Other Net Variations	0.031	
Technical Services Department net overspend	0.724	0.724

NET OVER SPEND FOR THE PORTFOLIO	0.136	0.136
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The net overspend of £0.136m represents 1.0% of the Portfolio's 2009/10 Revenue Budget.

2.4 Variations on internal recharge budgets will be commented on by the relevant Service Director deemed to be responsible for spending in those areas, and will be reported to the relevant Cabinet Member in their individual Portfolio final accounts report. These may include areas such as Administrative Buildings and Specialist Transport recharges.

2.5 The Chief Executive comments on the departmental variations as follows:

a) Unused Office accommodation costs (-£0.427m)

The Council has to account for the costs of unused office accommodation corporately. Reductions were made to the 2009/10 costs following an asset revaluation of Balliol House

which has only been partially occupied in the year and has been largely vacated since January 2010.

2.6 The Head of Corporate Finance and ICT Strategy comments on the departmental variations as follows:

b) Housing Benefits Net Underspend (-£1.271m)

The under spending on Housing Benefits was partly due to improved performance in 2009/10 error rates for overpayments, which enables 100% subsidy to be received (-£0.377m), and also to work carried out by Arvato in identifying changes in rent officer determinations, which now attract 60% subsidy as opposed to 0% subsidy previously (-£0.160m). In addition, the base budget for Housing and Council Tax Benefits forecasts a net deficit on transfer payments; however, in recent years this has increasingly reduced, as more subsidy has become claimable and efficiencies in benefit delivery have been achieved.

c) Agreed release of Housing Benefit Reserves (-£0.244m)

During the financial year a review of balances and reserves was carried out to establish if any amounts could be released in the year to assist with the Council's forecast overspending. As a result of this exercise -£0.244m of Housing Benefit reserve was released into General Fund balances.

d) Specialist Transport Expenses (+£1.305m)

Service user numbers have remained flat compared to 2008/09; however, the complexity and workload has continued to increase. The number of wheelchair service users has increased by 16.5% and the use of taxi/private hire vehicles increased by 24% compared to last year, whilst the remainder has reduced by 6%. These numbers equate to an overall increase in workload/activity of 8%, but with a significantly higher financial impact, as the additional activity uses the most expensive resources. For example, SEN commissioned additional taxi/private hire work valued at c£40k in the north of the borough during January, February & March alone. New taxi contracts were negotiated during the summer, but the overall spend on taxi/private hire has remained flat due to the increased activity outlined above.

Operational management continued to spend significant time addressing the more efficient and effective use of resources. The implementation of these plans was restricted due to the long term illness and subsequent early retirement of the Head of Operations, and the new Head of Service did not start in post until September. A new management software package has been purchased, and during 2010/11 this will be implemented through a restructuring of the management team. The introduction of streamlined management processes will deliver the commissioned transport in the most cost effective and efficient way achievable.

2.7 The Head of Corporate Legal Services comments on the departmental variations as follows:

f) Pay costs (+£0.119m)

The overspend on employee costs was due to the department holding no vacant posts during the year, which meant the vacancy management savings target could not be achieved.

g) Supplies & services (+£114.0)

The primary reason for the overspend on supplies and services was due to contract payments for photocopiers, and a detailed investigation into agreements recently entered into was undertaken during the year. Attempts are currently being made to address this situation, but it is likely the overspend will continue at least during the early part of the new financial year.

h) Contract fee income (£+0.134m)

Commercial contract fee income underachieved against its target by £134,000; this was as a direct result of the spending freeze on the capital programme, meaning the department had limited ability to generate income. It should be noted that the level of this fee income is largely out of the control of the Legal Department, and the achievement of this income target will remain a problem in the next financial year.

i) Land Search Fees (+£0.062m)

A new fee level for land search fees came into effect from 1 January 2010, but the effect of these changes did not fully address the shortfall in income for the year, resulting in an underachievement of income of £62,000. It should also be noted that further legislation issued at the end of July, and reported on separately to Members, will further reduce the capacity to achieve this income target.

j) Civic & Mayoral Services (-0.140m)

The underspend on Civic & Mayoral Services was largely due to vacant posts being held, resulting in an underspend on employee costs, and additional income received during the year.

2.8 The Head of Corporate Personnel comments on the departmental variations as follows:

l) Pay costs (-£0.016)

Employee costs underspent during the year due to a period of maternity leave where the post was not filled and a vacant post within the department which was only filled part way through the year.

m) Supplies and services (-£0.042)

The underspend on supplies and services related to funds rolled forward from 2008/09 to meet possible additional costs relating to Resourcelink and to refurbishment costs; it was established during the year that this funding was no longer required.

n) Occupational Health (-£0.054)

A significant saving was made on non-salary costs within the Occupational Health service during the year.

o) Additional income (-£0.026)

Various income streams received by the Department for additional work carried out exceeded the income targets set by £26,000.

p) Training Unit (-£0.037)

The variation for the Training Unit consists of an underspend for the year of £19,000 which was largely due to additional income received, and monies rolled forward from 2008/09 of £18,000 which were not utilised during this financial year.

2.9 The Environmental and Technical Services Director comments on the departmental variations as follows:

r - s) Net Overspending on Admin Buildings (+£0.526m)

The Administrative Buildings budget has experienced pressures in relation to maintenance costs, fuel, light & cleaning, business rates, rents & service charges (£0.426m). The impact has been an overspending across portfolios where administrative buildings are recharged. The detailed impact on each portfolio is shown in their outturn reports. The overspend was largely as a result of the delays experienced in rolling out the migration of staff to alternative accommodation as part of the overall Accommodation Strategy. In addition, the service has had to bear additional costs associated with attendant and security costs at St Peter's House and Balliol House during the year, as well as not having sufficient pay budgets to meet the costs of two administrative building assistants (+£0.100m).

t) Other Property costs overspend in respect of repairs and maintenance (+£0.167m)

This overspend has arisen partly because of additional cost pressures, eg additional work relating to estates which were formerly managed by the Housing Department, and partly as a result of the reallocation of costs following the Major Service Review. Properties within this budget area generally relate to corporate properties which are not managed particularly by any specific Department of the Council and are often surplus to requirement, yet still subject to maintenance prior to sale or consideration as to their future.

3 Capital Expenditure 2009/10 (Annex B)

3.1 Corporate Services capital programme outturn for 2009/10 was £7.483m compared to a revised estimate of £7.04m, giving a net overspend of expenditure of £0.443m. Annex B attached provides a detailed analysis of the outturn expenditure.

4. Performance in 2009/10 (Annex C)

4.1 Performance indicators are shown in Annex C.

4.2 The Head of Corporate Finance & ICT Strategy comments on the Finance Department Performance Indicators shown in Annex C as follows:

NI 014 – Avoidable contact

This performance indicator has now been discontinued and removed from the national indicators list.

NI 180 – Changes of circumstances

The performance indicator for Housing Benefit change of circumstances is a factual figure which reflects claimant activity in Sefton, and the levels are broadly consistent with regional and national averages.

4.3 The Head of Corporate Personnel comments on the Personnel Department Performance Indicators shown in Annex C as follows:

BVPI 12 – Working days lost due to sickness absence

Corporate sickness absence levels have shown a slight decrease this year, with the 2009/10 level being 8.28 days, compared to 8.93 days in 2008/09.

Despite this slight reduction, Sefton maintains its position as having the lowest sickness absence levels when compared with neighbouring local authorities.

BVPI 15 – Ill-Health Retirement as a % of the total workforce

The actual figure for 2008/09 and 2009/10 there was no change and the figure was 0.15%. It should be noted that this figure can vary considerably year on year, as each case is different, is dealt with on its own merits and is subject to meeting strict criteria.

BVPI 14 – Early Retirements (excluding Ill-Health) as a % of the total workforce

The year end figure for 2009/10 is 1.71%, compared to 2008/09 (1.24%). It should be noted that there was a higher level of early retirements in 2009/10 due to the Major Service Review, which had an impact on the shape of the workforce and meant early retirement was used as a valuable tool to achieve the necessary changes.

It is anticipated that in the current circumstances of potentially significant changes in the structure of the Council, together with the need to achieve savings, the number of early retirements is likely to increase during future financial years.

BVPI 11a - % of top 5% earners who are women

This BVPI has shown an upward trend increasing from 44.49% in 2008/09 to 46.66% in 2009/10.

This indicator is calculated using salaries, and it can therefore fluctuate considerably with increases in salary (e.g. incremental progression of employees; pay awards) and decreases in salary (e.g. a new starter who is at the bottom of the grade, replacing a leaver who was at the top).

The overall make-up of the workforce is 40% male and 60% female; this BVPI indicates that, in the most senior posts, women are under-represented. The Positive Action Working Group (a sub-group of the Corporate Equalities Group) has an agenda which includes consideration of creating opportunities for more women to develop the skills and knowledge to move into senior management roles in the future. In the longer term, this should assist in the balance of male/females being more in line with the makeup of the workforce overall.

BVPI 16a - % of employees with a disability
BVPI 11c - % of top 5% earners with a disability

The overall number of employees with a disability has reduced slightly during 2009/10 to 1.92% compared to 2008/09 (2.08%), but the % of top earners has increased slightly from 2.52% in 2008/09 to 2.56% in 2009/10.

Members will be aware that the Council has the Positive About Disabled People (the “two tick” symbol), which guarantees interviews for disabled applicants who meet the essential criteria of advertised posts. There has also been a number of meetings of the staff support group for disabled staff, as well as on-going consultation and contact with external groups for disabled people, via the Sefton Equality Partnership. This ongoing dialogue is valuable to obtain the views of disabled people on both service delivery and employment practice.

BVPI 17a - % of employees who are from ethnic minority communities
BVPI 11b - % of top 5% of earners who are from an ethnic minority

There has been no change in the percentage for BVP17a from 2008/09 to 2009/10 as both years were 1.29%. BVPI 11b has increased slightly from 1.98% in 2008/09 to 2.01% in 2009/10.

5. On-going issues for later financial years

5.1 The Head of Corporate Finance & ICT Strategy has identified the following ongoing issues as a result of this Portfolio’s outturn position for 2009/10:

The Specialist Transport Unit has moved out of the Corporate Finance & IS Department and into the new Operational Services Department with effect from 1st April 2010.

Work will continue in relation to Housing Benefit subsidy, but it is anticipated that there will be continuing underspends in 2010/11.

5.2 The Head of Corporate Legal Services has identified the following ongoing issues as a result of this Portfolio’s outturn position for 2009/10:

As discussed in section 2.7 of this report, the issues which contributed to the overspends in 2009/10 on supplies and services, contract fee income and land search fees will continue to cause significant problems in balancing the budget in these areas in the new financial year.

5.3 The Environmental and Technical Services Director has identified the following ongoing issues as a result of this Portfolio’s outturn position for 2009/10:

The Council’s Accommodation Strategy is currently under active review through the Accommodation Working Group (AWG) and Strategic Asset Management Group (SAMG). Until this review is completed and actions fully implemented, the issues raised in section 2.9 of this report are likely to be recurrent budgetary issues. Action is being taken through AWG and SAMG to mitigate the impact of these issues.

6 Recommendations

6.1 The Cabinet Member is asked to:

- a) Note the Portfolio’s revenue expenditure outturn for 2009/10;

- b) Note the Portfolio's capital expenditure outturn for 2009/10;
- c) Note the Portfolio's performance indicators and data for 2009/10; and
- d) Consider whether, in the light of the comments made by the Services Directors in this report, any issues should be referred to the Scrutiny and Review Committee (Performance and Corporate Services) for consideration.

**Corporate Services Portfolio
Revenue Expenditure Summary 2009/10**

DEPARTMENTAL SUMMARY ANALYSIS	ACTUAL 2008/9	ESTIMATE 2009/10	ACTUAL 2009/10
	£	£	£
<u>CHIEF EXECUTIVE'S DEPARTMENT</u>			
Business Support Unit	18,273	-258,100	-299,638
Policy and Support	430,225	497,750	453,444
Other Corporate Expenditure	3,491,030	3,667,350	3,642,816
Council Administration	2,599,520	2,583,700	2,669,367
Unapportionable Overheads	784,380	958,500	546,985
Vacancy Savings	0	-8,800	0
<u>FINANCE DEPARTMENT</u>			
Finance Department	-43,710	-114,000	-419,924
Passenger Transport Unit - Fully Rechargeable	135	0	1,304,087
Apportionable Overheads – Fully Rechargeable	44,257	0	101,427
Local Tax Collection	3,552,204	3,430,200	2,895,727
Housing Benefits	1,239,475	916,400	70,006
Grants to Voluntary and Community Groups	759,750	784,750	698,995
Residual Magistrates Courts Pre-1990 Loan Charge Grant	-87,226	-153,600	-83,551
Pay to Procure Efficiency and other savings	0	-74,250	0
Price Inflation	0	50,050	0
<u>INFORMATION SERVICES DEPARTMENT</u>			
Information Services Department	-674,874	378,600	380,757
Mainframe Replacement Strategy	163,000	163,300	157,794
Telephones	41,064	130,750	138,787
<u>LEGAL DEPARTMENT</u>			
Legal Department	89,516	-47,150	154,338
Registration Of Electors	188,931	212,850	231,579
Elections	240,541	67,200	54,194
Births, Marriages and Deaths	84,113	51,900	58,542
Local Land Searches	-63,575	-202,950	-131,082
Coroners Service	404,227	366,000	359,651
Civic & Mayoral Services	986,100	1,140,800	1,026,276
Vacancy & other Savings	0	-137,900	0
<u>PERSONNEL DEPARTMENT</u>			
Personnel Department	-17,319	-30,700	-239,800
Trade Unions – Fully Rechargeable	0	-10,950	198
Price Inflation	0	8,600	0
Payroll Efficiency savings	0	-10,200	0
<u>TECHNICAL SERVICES DEPARTMENT</u>			
Administrative Buildings	57,432	47,550	755,298
Other Properties	-515,698	-857,500	-888,109
Price Inflation	0	2,900	0
Vacancy saving	0	-50,450	0
<u>TOURISM DEPARTMENT</u>			
Market Hall (SERVICE NOW PART OF LEISURE & TOURISM'S OUTTURN REPORT)	-98,153	0	0

<u>ENVIRONMENTAL PROTECTION DEPARTMENT</u>			
Building Cleaning (SERVICE NOW PART OF ENVIRONMENTAL SERVICES OUTTURN REPORT)	8,897	0	0
NET EXPENDITURE CORPORATE SERVICES PORTFOLIO	13,682,515	13,502,600	13,638,164
<u>EMPLOYEE SUMMARY</u>			
Number of Employees	629.5	386.50	386.0

METROPOLITAN BOROUGH OF SEFTON

CAPITAL PROGRAMME 2009/10 - 2012/13



ANNEX B

CORPORATE SERVICES

1	2	3	4	5	6
REF. NO.	PROJECT DESCRIPTION	TOTAL COST	REVISED ESTIMATE 2009/10	OUTTURN 2009/10	REPHASING TO 2010/11
		£'000	£'000	£'000	£'000
<u>Admin Buildings</u>					
1	Old & Completing Schemes	869.06	29.37	9.25	20.12
2	Disabled Facilities	500.00	71.01	1.13	69.88
3	Southport One Stop Shop	500.00	71.59	0.00	71.59
4	Accommodation Strategy	2,500.80	-888.63	61.11	-949.74
<u>Health and Safety Initiatives</u>					
5	2008/09 Programme	250.00	2.87	2.87	0.00
6	2009/10 Programme	250.00	250.00	156.93	93.07
7	Pleasureland Clearance / Demolition	400.00	0.00	0.00	0.00
8	Z Blocks Demolition	646.45	11.41	13.25	-1.84
9	Demolition Fund	165.00	134.80	138.65	-3.85
10	Demolition of Bootle High School	226.25	176.25	228.07	-51.82
11	Energy Efficiency Measures	250.00	50.00	11.18	38.82
12	Refurbishment of St. Peter's House	3,816.11	3,502.47	3,350.15	152.32
13	Purchase of St. Peter's House	3,294.90	3,294.90	3,294.90	0.00
14	Balliol House Demolition	750.00	0.00	0.00	0.00
Total Admin Buildings		14,418.57	6,706.04	7,267.49	-561.45

1	2	3	4	5	6
REF. NO.	PROJECT DESCRIPTION	TOTAL COST	REVISED ESTIMATE 2009/10	OUTTURN 2009/10	REPHASING TO 2010/11
		£'000	£'000	£'000	£'000
	<u>Vehicles,Plant,Equipment</u>				
15	Replacement P.C.s	176.00	0.00	0.00	0.00
16	e-Government 2004/06	500.00	0.00	0.00	0.00
17	Technical Infrastructure	146.00	0.00	0.00	0.00
18	Legal Dept ICT Replacement Programme	94.57	0.00	0.00	0.00
19	IT Equipment - Server Replacement	90.00	48.31	0.00	48.31
20	E Government Priority Service Outcomes	400.00	173.14	117.24	55.90
21	E-government Geographical Information Service	165.00	27.11	0.38	26.73
22	I.T. Firewall Replacement	25.00	7.55	0.00	7.55
23	I.T. Members ICT & Mobile Technology	120.00	77.85	0.05	77.80
24	Vehicle Replacements	0.00	0.00	97.62	-97.62
	Total Vehicles,Plant,Equipment	1,716.57	333.96	215.29	118.67
TOTAL CORPORATE SERVICES SCHEMES		16,135.14	7,040.00	7,482.78	-442.78

CORPORATE PERFORMANCE DATA FOR FINANCE DEPARTMENT INDICATORS**FINAL ACCOUNTS 2009/10 - FINANCE & IS DEPT CORPORATE SERVICES**
PORTFOLIO**Data taken from the Places Analysis Tool (PAT)**

<u>Code</u>	<u>Name</u>	<u>Polarity</u>	<u>2009/10 Actual values</u>	<u>PAT Regional Average</u>	<u>10% Variance</u>	<u>PAT National Average</u>	<u>10% Variance</u>
NI 014	Avoidable contact: The average number, of customer contacts per received customer request	Lower %	16.3	na	na	na	na
NI 180	The number of changes of circumstances which affect customers' HB/CTB benefit entitlement within the year.	Higher Number	1064.4	1109.9 	-3.65%	1010.3 	5.85%

Note : The above list of National Indicators may not include all Indicators relevant to this Department, as items with 'Nil' actual values for 2009/10 have been excluded.

CORPORATE PERFORMANCE DATA FOR PERSONNEL DEPARTMENT INDICATORS

OLD SCHEME BEST VALUE PERFORMANCE INDICATORS 2007/8 TO 2009/10

PI Ref	Description	Sefton Actual 2007/8	<u>Sefton Actual 2008/9</u>	<u>Sefton Actual 2009/10</u>
2a	Equality Standard for Local Government	Level 3	90% Level 4	N/A
11a	% of top 5% earners: women	36.88%	44.49%	46.66%
11b	% of top 5% earners: from black & ethnic minorities	1.87%	1.98%	2.01%
11c	% of top 5% earners: with a disability	2.7%	2.52%	2.56%
12	Working days lost due to sickness absence	8.89 days	8.93 days	8.28 days
14	Percentage of early retirements	1.35%	1.24%	1.71%
15	Percentage of ill health retirements	0.23%	0.15%	0.15%
16a	Percentage of employees with a disability	2.39%	2.08%	1.92%
17a	Percentage of black and ethnic minority employees	1.42%	1.29%	1.29%

Although there is no longer formal reporting of the national Best Value Performance Indicators (BVPIs), it was agreed that the Department will continue to report and monitor on them as “local indicators”, as there are already processes and procedures in place to collect and collate the required data. While it may no longer be possible to compare results nationally, as there is no requirement for authorities to continue to report on any of the original set of BVPIs, the data may be adopted by future benchmarking groups, and could prove to be a useful gauge for historical comparisons. The table above shows the last 3 years of BVPI indicators relating to this Department.