

REPORT TO: AUDIT & PERFORMANCE REVIEW COMMITTEE 6 FEBRUARY 2008

SUBJECT: AUDIT SCOTLAND PERFORMANCE INDICATORS – CENTRAL SERVICES

BY: CHIEF LEGAL OFFICER

1. REASON FOR REPORT

- 1.1 This report is submitted to the Committee to highlight areas of The Moray Council performance that have been ranked within the bottom quartile of all Scottish Councils, and to provide an explanation of how this performance can be improved.
- 1.2 This report is submitted to Committee in terms of Section I of the Council's Administrative Scheme relating to reviewing how performance information can be used to improve performance.

2. RECOMMENDATION

- 2.1 **It is recommended that the Committee considers and approves the areas for improvement as identified by the service (Appendix 1).**

3. BACKGROUND

- 3.1 It was agreed that when Audit Scotland performance information was published that any areas of performance ranked within the bottom quartile of all Scottish Councils be reported. This was to identify areas of performance that could be improved and how the services propose that this could be achieved.
- 3.2 The results for 2006/07 show that The Moray Council have 44% (36 of 82) of performance indicators in the top quartile, 5 of which are ranked first, but 12% (10 of 82) in the bottom quartile when compared with all Scottish Councils. Of the ten indicators one is related to Central Services and this has been identified and analysed to highlight any areas for improvement (**Appendix 1**).

4. SUMMARY OF IMPLICATIONS

(a) Corporate Development Plan/Community Plan/Service Improvement Plan

Performance measures and Service Improvement Plan priorities are linked to the Corporate Development Plan and the Council's Performance Management Framework.

(b) Policy and Legal

None.

(c) Resources (Financial, Risks, Staffing and Property)

None.

(d) Consultations

The relevant Officers have been consulted to identify how the service proposes to improve performance.

5. CONCLUSION

5.1 It is recommended that the Committee considers and approves the areas for improvement as identified by the service.

Author of Report: Roddy Burns, Chief Legal Officer

Background Papers: Shona Leese, Performance Management & Quality Assurance Officer

Ref:

Appendix 1

Department – Central Services – Corporate Management, Personnel

Indicator Title – Equal opportunities policy – Percentage of highest paid 5% of earners among council employees that are women

Description of Indicator - The number and percentage of the highest paid 2% and 5% of earners among council employees, that are women. This indicator provides a picture of the current gender balance in more senior posts providing a baseline for measuring improvement over time.

Results	05/06	06/07
PI Measurement	31.4	33.6
Ranking (25 - 32)	26	26

Background – 10.9% increase shows some improvement since 2004/05 though a small management team and low turnover within the Council add to the difficulties in improving the situation. There are also difficulties in recruiting due to location.

Actions for Improvement – In the joint indicator "Equal opportunities policy – percentage of highest paid 2% of earners among council employees that are women" Moray now ranks as 13 with an increase of 16% since 2004/05. There has also been an increase in this (5% of workforce) PI of 10.9%. The council have considered the above as part of its Workforce Plan and will also be asking for input from the Policy Committee on what emphasis it would wish to put towards this issue.