



St Helena Government

PERFORMANCE REPORT

**FOR PERIOD 9 - DECEMBER 2015
FINANCIAL YEAR ENDING 31 MARCH 2016**

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**St Helena
Government**

Overview of Performance for December 2015

Introduction

December saw the official opening of the St Helena Human Rights Office after years of dedicated work which marks an important step for the island.

On the 10th December 2015 St Helena Government welcomed the publication of the WASS Inquiry report and accepted the reports recommendations.

The 13th December 2015 saw the safe landing of the second calibration flight at St Helena Airport in order to complete navigational aid checks.

The Safeguarding Directorate has achieved their target of 40% of social service referrals having had initial assessments within 14-30 days.

Data shows this year as being the most successful tourism year, with visitor arrivals continuing to exceed both the monthly and year to date totals for a number of years. This coincides with the 4th anniversary of the airport project contract signed with Basil Read.

Summary of Key Performance Indicators

Some of the headlines for December are as follows:

- *40% of social service referrals having had initial assessments within 14-30 days, with approximately 17-20% of adult clients receiving one to one work.
- *10th December 2015 marked the official opening of the Human Rights Office
- *Public Transport for the period October – December 2015, 4,918 tickets sold with a total of 14,643 tickets sold year to date.
- *Preparation and piloting of 2016 Population & Housing Census continued.
- *13th December 2015 arrival of second calibration flight.
- *30.25% of energy produced was renewable. Year to date shows 29.25%.
- *Overall Crime = 9 with an 80% detection rate which shows a small increase in crime against last month.
- *SHG Headcount decreases from 17.6% to 17.1%.
- *Target of 90 serviced rooms not achievable due to delays.

Committments given during BAM

For December, SHG Headcount has decreased from 17.6% down to 17.1%. The piloting of Census 2016 took place as well as collation and analysis of School Census data. Budgeted Income Tax for April – December 2015 was £3,631k and Actual Income Tax collected was £ 3,777k, which gives a favorable variance of £146k year to date and budgeted Customs Duty for April – December 2015 was £4,049k, whereas actual Customs Duty collected for April – December £4,024k which gives an adverse variance of £25k for the year to date.

Corporate Risk Management

Majority of the risk updates for the Corporate Risk Register remains unchanged as at end of December. Although having said that, progress has been made in the Ageing population risk which has progressed from red to amber/red.

Summary of Financial Performance

Total budgeted revenue for the year to date was £23,937K. Actual revenue collected for this period was £24,147K. This represents an over collection of £210K, which is a favorable variance of 0.9% against expected revenue for this period.

Total budgeted expenditure for the year to date was £23,680K. Actual expenditure for this period was £23,128K. This is an under spend of £552K, which is a favorable variance of 2.3% against expected expenditure for this period. The overall movement on the Consolidated Fund to date is an increase of £1,019K.

Key Revenue and Expenditure Variances

As previously reported the over collection of revenue under the Environment & Natural Resources Directorate is mainly due to the Roads contract with Connect St Helena to resurface the roads.

The favorable expenditure variance on Shipping has been achieved through the under spend on the RMS St Helena shipping subsidy of £1,083K.

The Education Directorate is under spent on YTD by £119K, this is primarily due to the delays in purchase orders for supplies.

The Safeguarding project is also under spent at this time but this is anticipated to be fully spent at the end of the financial year.

Technical cooperation budget is overspent on the YTD. This is due to a number of essential unbudgeted posts being recruited during the year.

The Health Directorate budget is also overspent. This is primarily due to the increase in the number of patients being referred overseas for medical treatment.

Capital Programme

The total spend on the Capital Programme to date is £2,406,479.

A contract has been awarded for works to start at Fishers Valley.

The Hospital Project continues to progress well, with all works on the 1st Floor being completed and half of the Ground Floor works nearing completion.

The remediation works to Barn View will be completed in January and the client brief is being captured for the New Build Barn View.

Designs are in the process of being finalised and verified for the New Prison and tender documents are being prepared.

The customer requirements has been captured for the New Build Fire Station and designs are being prepared.

Designs are also being drawn up for the Lab and Dispensary.

SHG KEY PERFORMANCE INDICATOR REPORT PERIOD 9 (DECEMBER 2015)

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Rationale for Indicator	Benchmark	Target 2015/16	Target 2016/17	Performance Report	RAG Status	Direction of Travel	Notes	Overall Brief Monthly Commentary on Progress/events
1	Economic Development Finance	Self-sufficiency % of budget from local revenue	Sustainable economic growth that benefits everyone, enabling social and environmental development	33% (2013/14)	40%	TBD			↻	report on annually	
2	Economic Development Human Resources	SHG Footprint % of resident population employed by SHG		Headcount = 790 Population = 4,595 17% (2013/14)	17%	TBD	Headcount as at 31 December 2015 was 803 representing 17.1% of resident population employed by SHG based on Q3 average resident population figure for 2015/16.		↔		The average resident population figure for Q3 of 2015/16 was 4701. SHG's headcount as at 31 December 2015 was 803 representing 17.1% of resident population currently employed by SHG.
3	Economic Development Statistics	Private Sector Expenditure (in National Accounts)		£15,584,000 (2011/12) £16,382,000 (2012/13)	£20,300,000	TBD			↻	report on annually	
4	Economic Development ENRD (ANR)	Agriculture Local Market share of like for like production		Meat 86% Vegetables 40%	Meat 90% Vegetables 55%	Meat 95% Vegetables 60%	For vegetables, sales figures of 34.6 tonnes from the key outlets suggests target is on track for achievement by March 2016. For Meat production, progress cannot be reported as livestock slaughter figures is still awaited for the 6 month period.		↔	report on 6 monthly	ANRD and ESH are working collaboratively to implement public/private agricultural partnership initiatives for 2015 to increase local production, particularly in those areas of production that can be improved in the short-medium term. This includes 1 poultry and 5 arable partnership initiatives in arable production. Opportunities for accessing ESH and ANRD support and training/upskilling assistance towards production of new arable and fruit products have also been advertised during the last quarter of the 6 month period with 14 expressions of interest made against the new production promotion initiative.
5	Economic Development ESH	Accommodation Available serviced rooms		39 rooms (2011/12)	90 rooms	TBD	2015/16 target revised to reflect planned developments in tourism accommodation.		↔		The newly restored General's Apartments at Longwood House which comprises two fully serviced en-suite bedrooms were officially open during the Bicentenary events adding to the island's stock of serviced accommodation, bringing this figure to 53 serviced rooms available during this FY of which 42 are ensuite. Due to delays with the Jamestown Hotel, the target of 90 serviced rooms will not be met during this FY.
6	Health & Wellbeing	Vaccination Coverage (Children at 2 years of age, up to date with vaccinations)	Improved Life quality with healthy lifestyles promoted	31 two year olds, 93.5% of the total population	100%	100%	EMIS population of 0 - 2 years old registered : 144 received vaccination coverage in November : 25 under 2 year olds.		↔		Health have been unable to provide updates for December due to:
7	Health & Wellbeing	Obesity Reduce the number of people that are clinically obese		Island population registered on EMIS 4776. Total population obese = 279 (5.9%) morbidly obese = 29 (0.6%)	55% EMIS status 25% patients with HBA1C ≤7.5 and below 2% patients above 7.5.	65% EMIS status 35% patients with HBA1C ≤7.5 and below 1% patients above 7.5.			↔		1) Ongoing issues with EMIS a. Monthly remote support sessions with EMIS consultant are ongoing but as of January have not yet resulted in reliable or straightforward access to the data required for monthly performance reporting. 2) Lack of IT access as a result of the office relocation a. IT department addressing this as a matter of urgency but ongoing issues with the IT infrastructure and internet connectivity in place in the Half Tree Hollow Clinic and CCC is preventing staff from accessing information and submitting performance reports.
8	Health & Wellbeing	Diabetes % of diabetics with HBA1C ≤ 7.5 on their last test. Number of patients admitted with a diabetes related complication		EMIS Population 3034, Diabetic Population 693, 693/3034 = 22.8% 3.03% patients with HBA1C ≤7.5 and below. 3.75% patients above 7.5.	55% EMIS status 25% patients with HBA1C ≤7.5 and below 2% patients above 7.5.	65% EMIS status 35% patients with HBA1C ≤7.5 and below 1% patients above 7.5.	86 diabetic patients had HbA1c screening in October: HbA1c of 7.5 or less: 63 (73%) Year to date: 451 diabetics having check (66% of Diabetic population on EMIS, 688 on register) of which, HbA1C of 7.5 or less: 23 (57%)		↔		
9	Health & Wellbeing	Mental Healthcare Number of acute mental health admissions per year reduced due to better community support		1.55% Mental Health patients of total population. 5 Mental Health Admissions per year.	3 Mental Health Admissions per year.	2 Mental Health Admissions per year.	CPN ((Child & Adolescent) : 44 families seen. CPN (Adult) :36 mental health patients seen. Included within these figures were 3 hospital admissions. The relevant 1:1's continue and the management of 1 patient suffering from substance misuse. 1 mental health assessment was conducted and a total of 8 patients were reviewed by Professor Robinson.		↔		

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Rationale for Indicator	Benchmark	Target 2015/16	Target 2016/17	Performance Report	RAG Status	Direction of Travel	Notes	Overall Brief Monthly Commentary on Progress/events	
10	Health & Wellbeing	Smoking % of clients who have received counselling for smoking and who have stopped		Island population registered on EMIS 4776 Smoking status record 1773 1773/4776 = 37%	85% EMIS status 20% of smokers	95% EMIS status 15% of smokers	Smoking Status Registered on EMIS November = 1874 Smokers total registered on EMIS = 629 Smokers seen in November : 114 Patients received brief intervention and Nicotine Replacement Therapy in November : 3 patients		↔			
11	Education	Primary Education % of pupils achieving level 4+	Standards of Education are in line with those achieved in the UK	Reading 54% Writing 68% Maths 55%	Reading 75% Writing 75% Maths 75% Spelling, Punctuation and Grammar 50%	Reading 80% Writing 80% Maths 80% Spelling, Punctuation and Grammar 55%	Reading 78% Spelling, Punctuation and Grammar 59% Mathematics 48% Writing 50%		↔		Primary/Secondary Education: The Directorate is working with schools to improve the quality and use of data available to support improved attainment. New assessments are being introduced to help set targets and monitor progress in English and Maths, and testing commenced in October and continued through November. The need for primary students to complete all their testing at PAS has delayed the planned assessment agenda, with a decision having been taken to focus on CAT (Cognitive Abilities Test) and Maths and English testing in November/December. All the primary assessments in these areas have been completed. The PASS (Pupil Attitudes to Self and School) survey will be conducted for Primary pupils on their return to School in January due to the need to manage the use of IT facilities at PAS.	
12	Education	Secondary Education % of pupils achieving 5 GCSE A*-C including English and Maths		19% (2012)	65% (2016)	65% (2017)	o 5 A* - C including English and Maths 18% o 5 A* - C 29% o English A* - C 34% o Mathematics A* - C 24% o At least 1 pass A* - C 76% o At least 1 pass A- G 100%		↔			
13	Education	NEETS The number of young people not in education, employment or training		0 (2013)	0	0	0			↔		
14	Transport Statistics Office	Number of stay over tourist visitors to the island		2,527 (2012/13) 2,054 (2013/14)	28% growth (approx. 3,200 visitors)	Onset of air access – step change. Visitor predictions TBD once access provision is known.	December 2015: 249 Year to date 1,428 stay over visitors, a 16% increase from the previous financial year.		↑			December saw 249 stay over visitor arrivals. This is traditional the month for the highest number of visitor arrivals on St Helena and so although higher than previous months this is the lowest number of visitor arrivals for the month of December since 2011. Overall 2015 has been a successful year for tourism with a high number of visitor arrivals and a particularly noteworthy growth in the "pure" tourist base.
15	Transport Access Office	Air Access is achieved	People and goods able to move to and around the island flexibly, safely and cost effectively	The construction of the airport is well advanced and delivering certification and operational readiness is priority	Air access certification achieved	St Helena is operationally ready and welcomes international commercial flights.	Work is continuing to prepare for certification of the Airport. The second Calibration Flight landed safely at St Helena Airport on Sunday 13 December to complete checks on the navigational aids, which were repositioned to ensure better signal quality and compliance with international regulations. The data from these calibration flights will be sent to the UK and due to the complexity of the analysis and verification of the results, the final approved flight procedures for St Helena Airport (needed for commercial flight operations) may not be ready for publication until the latter part of January. ASSI have also recommended that a second desk-top exercise be conducted in January. Airport Contract Manager departed St Helena on business and is due to meet with Comair, Penspen, DFID, Halcrow, ASSI and Basil Read. The Access Office continues to work closely with SHG Directorates.		↑		Work is continuing to prepare for certification of the Airport. The second Calibration Flight landed safely at St Helena Airport on Sunday 13 December to complete checks on the navigational aids, which were repositioned to ensure better signal quality and compliance with international regulations. The data from these calibration flights will be sent to the UK and due to the complexity of the analysis and verification of the results, the final approved flight procedures for St Helena Airport (needed for commercial flight operations) may not be ready for publication until the latter part of January. ASSI have also recommended that a second desk-top exercise be conducted in January. Airport Contract Manager departed St Helena on business and is due to meet with Comair, Penspen, DFID, Halcrow, ASSI and Basil Read. The Access Office continues to work closely with SHG Directorates.	
16	Transport Corporate Support (Carol)	Number of people using public transport		18070 tickets sold (2013/14)	A further 10% increase through additional measures such as park and ride schemes (21864 tickets)	A further 10% increase with services tailored around tourism and improved routes to meet local demand	5049 tickets sold April -June 2015 4676 tickets sold July-September 2015 4918 tickets sold October - December 2015		↔	data reported on Quarterly	14643 tickets sold to date. The Procurement Board agreed the way forward regarding the new contract. An information paper was issued to MLCs requesting any comment by 11th January. It is hoped that the new contract will commence on 1st February	
17	UTILITIES Connect STH	Sustainability % of total electricity produced by renewable sources		12.24%	40%	60%	December = 30.24%		↑			
18	UTILITIES Connect STH	Reliability Unplanned electricity interruptions per annum		134 (13/14)	65	35	December = 8 faults		↔		Sustainability: December renewable contribution was 30.25%, ytd is 29.25% which closely correlates to Connects budgeted figure of 30%. Reliability: Electricity disruptions for December = 8.	
19	UTILITIES Connect STH	Water % of customers with access to treated and tested water	90%	93%	100%	December = 90%		↔		Water: At the moment there are no plans to transfer additional customers from untreated to treated water. Water supplies remain a risk for the island and work to expand the reservoir capacity has commenced. Plans continue for the relining of existing reservoirs which will minimise loss through leaks and further secure supplies.		
20	UTILITIES SURE/SHG Economist	Communications % of households with internet connections	56.3% (2013/14)	65.8%	70.8%			⊘	report on annually			

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21	Community & Housing Housing	Increased community capacity through better informed and engaged residents	Strong, sustainable and empowered communities, supported by housing that meets peoples' needs	Customer satisfaction using 2014 survey as benchmark	By 2016 tenants should rate, on average: Quality of home - good Quality of Repairs – excellent Quality of communications – excellent Quality of immediate locality - good.					report on biannually due Oct 2016	On the 13th January a 2015/2016 housing matters report will be submitted to the S&CDC, the details of this report will be discussed and will be made available in February's KPI report. We are also awaiting a final response from the BAM as to additional funding for the housing service, we are likely to have confirmation of this by April 2016.		
22	Community & Housing Socio-Economist	Social Policy Plan % of actions from SPP Implementation Plan completed		33 actions in the SPP Implementation Plan	90%	100%				↑		Following many years of dedicated work the St Helena Human Rights Office was officially opened in December and this marks an incredibly important step for the island.	
23	Community & Housing Human Rights Office	Establishment of Human Rights Commission (HRC)		St Helena Human Rights Office established in April 2012. Funding for one full-time officer has been provided since April 2014.	Recruitment and training of Human Rights Commissioners	A fully functioning service for the provision of advice, monitoring and protection of Human Rights on St Helena		Commissioners undergoing initial training Case load building and work fully underway.			↑	The Commission is now established with 4 Commissioners and CEO (ex-officio Commissioner) appointed. Work has begun with 5 cases allocated to commissioner for investigation. Work progressing on several working groups.	
24	Security Police	Reducing Overall Crime	People are living in a secure and safe environment	Reduce overall crime	<225	<Total crime for 2015/16	July 2015 - 28 (46% detection) August 2015 - 19 (279% detection) September 2015 - 12 (67% detection) October 2015 - 10 (60% detection) November 2015 - 7 (81% detection) December 2015 - 9 (80% detection)			↑	Overall Crime: December 2015 shows a small increase in crime against last month (up by 2 crimes), but the low levels which started in August have continued. 9 crimes is 8 below the monthly crime target, yearly performance is now matching target. Domestic Abuse Offences/Sex Related Offences: No sexual offences and 4 domestic abuse offences where reported this month		
25	Security Police	Improving Trust and Confidence in the Services Provided by the Directorate		Increase the reporting of Domestic Abuse offences/incidents	>33	>Total number of Domestic Offences/incidents for 2015/16	July 2015 - 1 (0% detection) August 2015 - 2 (100% detection) September 2015 - 1 (100% detection) November 2015 - None	October 2015 - 2 (100% detection) December 2015 - 4 (75% detection)				↑	
26	Security Police	Improve Public Safety, Protect children and the vulnerable working with Partners, Volunteers and Stakeholders		Increase in reporting of sex related offences 100% child related referrals dealt with through a multi-agency approach	>27 90% of referrals submitted within 24 hours	>Total number of sex offences in 2015/16 90% of referrals submitted within 24 hours	June 2015 - 1 (100% detection) July 2015 - 4 (0% detection) August 2015 - 1 (119% detection) September 2015 - 5 (50% detection) November 2015 - 1 (37% detection)	October 2015 - 0 (0% detection) December 2015 - None				↑	
28	Security Safeguarding	% of referrals having initial assessments within 14-30 days		40%	40%	June - 20% September - 26% October - 20%	July - 15% November - 22%	August - 15% December - 40%				↑	report on wef June 2015 December saw further developments in adult services and continued referrals in children's services. December saw the continuation of a number of complex proceedings. Work to develop foster care has commenced and a TC nurse has been appointed specifically to work in residential care. Work to convert St John's Villa into a mental health facility has started.
29	Security Safeguarding	% of adult clients receiving 1-1 work	50%	70%	June - 6% September - 10% October - 10% 20%	July - 7% November - 11%	August - 10% December - Approx. 17-20%			↔	report on wef June 2015		
30	ENRD	Plants and Wildlife Health of Marine and Terrestrial Habitats	Our Island, Our Environment, Our Responsibility	Benchmark needs establishing October 2015 – selection of indicative habitats March 2016 – completion of first benchmark surveys	Little or no change	Improving					report on annually		
31	ENRD	Water Quality Maintaining good water quality		Benchmark needs establishing June 2016 - Procurement of Equipment. Receipt on island. September 2015 - Training March 2016 - 6 months monitoring data	Little or no change	Improving						report on annually	Plants and wildlife. The Peaks Conservation Program continued with removal of flax at Actaon. Two 2500-litre water tanks have been installed to provide the Peaks Nursery with enough water to support expansion of the propagation program. Herbicide trials to control fuchsia, an invasive weed, have commenced at Cuckold's. Environmental monitoring (soils, air quality, noise, water quality, water levels and flows) - Draft field manual has been received and will now be reviewed. Waste Management - Glass waste collection for future recycling continues. 2016/17 KPI will be unachievable without investment in commercial recycling.
32	ENRD	Waste Management		Reduction in waste sent to landfill	5%	15%						report on annually	Funding - Conservation Section is currently applying for a BEST 2.0 grant for trail upgrades at the Peaks. Waste Management Services unsuccessful for Capital Funding towards a glass crusher, compactor and baler to support commercial recycling. 2016/17 KPI will be unachievable without investment in commercial recycling.
33	ENRD	Energy Use		More efficient use of energy per head of population	5%	10%						report on annually	

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Rationale for Indicator	Benchmark	Target 2015/16	Target 2016/17	Performance Report	RAG Status	Direction of Travel	Notes	Overall Brief Monthly Commentary on Progress/events
34	ENRD	Funding		Proportion of SHG Environmental Management Costs funded by Eco-tourism	5%	10%				report on annually	
35	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of people acknowledge within 1 working day	Working to ensure Public trust in SHG through an established system of transparency, robust processes and decision making.		100%		100% December			report on wef Aug 2015	3 reports still outstanding. One relates to a request for a Bus Shelter at Two Gun Saddle, the other 2 are street lighting faults. These faults are to be rectified as part of an ongoing programme of replacement solar lighting
36	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of jobs completed within 20 working days			80%		100% for December			report on wef Aug 2015	
37	Efficient, Effective and Open Government CPPU/IA	Governance % of significant governance issues are addressed annually		70% (2013/14)	90%	100%					All data requested has now being forwarded to Marsh Ltd for analysis. Deadline for this work to be completed is 31 March 2016 .
38	Efficient, Effective and Open Government Corporate Support/PR	Open Government Something on access to information or complaints?		% of requests for info answered within time under the Code of Practice for Public Access to SHG Information.	90%	95%	One appeal against refusal to provide information requested in October 2015 was lodged in November				There have been very few requests for information this reporting year but all of those which have been received have been dealt with in the initial 20 working days time frame



REPORT ON KEY BAM AREAS PERIOD 9 (DECEMBER 2015)

No.	Area		Performance Report	RAG Status
1	Budget, MTEF and Finance	MTEF Cycle	During the month of April an evaluation was carried out of the process for last year, identifying what went well and what areas needed improvements in line with the MTEF process. MTEF Guidelines were issued in May 2015. Draft budget ceilings have been discussed with elected members at Chairperson's Assembly and draft ceilings have been issued to directorates. Directorates commenced work on their Strategic Plans and draft Budgets and an initial summary position has been established and provided to Corporate Finance. Initial feedback has been given to Directorates and budgets were redrafted. Further work was undertaken to develop the overall budget submission to DFID - we are currently in line with the MTEF process.	Yellow
	Budget, MTEF and Finance	Revenue & Expenditure	Revenue targets were agreed and are stated below. These targets are monitored and reported against on a monthly basis: Total Budget Income Tax for 2015/16 = £4,619K Budget Income Tax (April - December 2015) = £3,631K Actual Income Tax collected (April - December 2015) = £3,777K Favourable variance achieved of £146K for the year to date. Total Budget Customs Duty for 2015/16 = £5,444K Budget Customs Duty (April - December 2015) = £4,049K Actual Customs Duty (April - December 2015) = £4,024K Adverse variance of £25K for the year to date.	Green
2	Statistical Data		<ol style="list-style-type: none"> 1) Progressing with improvements to routine data collection. 2) Collaborating with Customs to improve collation and accessibility of trade data 3) Piloting of Census 2016 4) Collation and analysis of School Census data 5) Departure of Statistics Assistant for new post within SHG 	Yellow
3	Social		Following many years of dedicated work the St Helena Human Rights Office was officially opened in December and this marks an incredibly important step for the island.	Green

REPORT ON KEY BAM AREAS PERIOD 9 (DECEMBER 2015)

No.	Area		Performance Report	RAG Status	
DAPM AREAS	4	Education	<p>Funding formula for staffing and financing schools: The work within the Directorate in this area has focused first on reviewing and completing an agreed Scheme of Service for Education as this is seen as critical for the recruitment of sufficient teachers to staff the schools. The new Scheme of Service was approved with effect from November 2015 and the quite complex implementation process was completed in November. Initial indications are that this may improve the recruitment of teachers, but this will be tested in upcoming months</p> <p>Teacher Training: The planning and preparation for the Level 4 Certificate programme in Teaching and Learning took place and the programme planning was submitted to Cambridge for approval. This was developed taking onboard the local context and also the requirements of the programme as set by Cambridge. The accredited certificate is offered through Cambridge and developed in partnership with the University College, London-Institute of Education. Although participation in the certification process is voluntary, it is incentivized under the new Scheme of Service, and the majority of the face-to-face training required is mandated for all teachers as part of the regular Staff Development programme.</p> <p>Apprenticeships: There are currently 32 apprentices on the apprenticeship scheme in a number of private sector organisations and SHG Directorates, though there is demand from individuals and from the business sector for more places.</p> <p>Labour Market Strategy: The Directorate recently conducted an Island-wide Training Needs Assessment to assess education, training and developmental needs in SHG and the private sector in order to better match the programme offerings of the Lifelong Learning Services to the immediate and strategic needs of St Helena and to support sustainable economic development. Information from the TNA was presented to Education Committee and formed part of the Directorate's BAM presentation. There is further work being done on the requirements for the introduction of qualifications which were highlighted through the Training Needs Assessment.</p>		
	5	Capital Programme	Expenditure & Delivery	Total expenditure to date is at £5,087,130 of which DFID expenditure is at £2,409,479. With regards to the water projects; the abstraction points at Lower Leggs are completed, planning approval has been given for the tank at Longwood to be installed subject to mitigatory measures. Contract has been awarded for the works to start at Fishers Valley. The draft report has been received from the consultants for the sewerage works and a contract has been awarded for the upgrading of the sewerage networks in Jamestown. The immediate works for Judiciary is completed with only the external paving to be completed (planning condition). All works have been completed for the relocation of the Gym from AVEC to the HTH Community Centre.	
		Capital Programme	Hospital	Works are progressing on the Hospital. All major items for the Hospital has been procured and the majority of equipment has arrived on Island. The CT & X-ray room is completed. Installations of DB Boards & UPS in progress in the new electrical room. The resus, Nurses room, lift lobby & reception on the ground floor are all completed. All works are completed on the 1st floor on the single end.	
		Capital Programme	Prison & CBU	Only one tender for the detailed designs for the new Barn View has been received which currently exceeds funding available. The remediation works to the existing Barn View building will be completed on the 15th January. The design team, of ENRD are still reviewing the detailed designs for the build contract; some designs have been sent off for verification. Tender documentation is being prepared.	
		Capital Programme	Management	Monthly monitoring is working well to provide reports to PDG and Chairpersons Assembly. Elected members have agreed for PMU to move around funding to maintain flexibility in the programme. 3-Year Business Case for capital funding of £16.5million has been approved by DFID Minister. The 2015-16 has been endorsed by the PDG. Executive Council has agreed the Capital Programme 2015-16 as well as approval to request additional £1.5m to be brought forward from 2016-17. Executive Council has approved the revised programme for 2015-16, which has seen some more projects being brought forward to this Financial Year.	
6	Governance & Structure	Governance	Performance Management: Information for the majority of areas in the Monthly Performance Report is posted within the agreed timeframe; however obtaining timely updates for a few areas still remains slow;		

REPORT ON KEY BAM AREAS PERIOD 9 (DECEMBER 2015)

No.	Area		Performance Report	RAG Status
	Governance & Structure	Headcount	Headcount as at 31 December 2015 was 803 representing 17.1% of resident population employed by SHG based on Q4 average resident population figure for 2015/16.	Green
7	Technical Co-Operation	Technical Co-operation expenditure	<p>Actual expenditure against budget as at 31 December 2015 shows an overspend of approximately £91k (19%). This is mainly due to Delayed payment of MTL and pension costs (MO5) EOC costs paid earlier than expected (DSG, FISH.) and Additional recruitment/post requirements (CC, L-MO's, DSG, DCD, FS, OS, FISH.)</p> <p>Actual YTD expenditure against budget as at 31 December 2015 shows an overspend of approximately £450k (9%), which is mainly due to Overlap in Economist role and Additional requirements (L-PS, L-LM, APS, SME, Marsh, extended L-PHY, FISH.), MTL costs paid earlier (ACSP, HoPDC, DOEE, SDO, HoIA, CEED) and Additional Recruitment Activities</p>	Red
8	Economic Development	Recurrent Expenditure	ESH recurrent expenditure for the period ended December is showing an under spend of £26k. Our actual spend to date is 86.14% against budget.	Red
	Economic Development	Milestones	Recruitment and movement of Key Staff ESH is still in the recruitment stage for the post of Director of Commercial Development and Enterprise.	Green

SHG RISK REPORT PERIOD 9 (DECEMBER 2015)

NO	Directorate/ Department	Risk	Risk Mitigation	Performance Report	RAG Status after mitigation
1	PM	Investment by DfID not forthcoming because SHG fails to deliver on efficiencies and capital spend programme	Regular monthly monitoring of capital spend programme. In addition specific issues are discussed directly with DFID & Project Managers. Areas which are off track are given specific remedial action and monitored fortnightly until progress is resumed	Approximately £2,409,479 capital spend at end of December 2015.	
2	FIN	Operation of the RMS is disrupted due to mechanical failure	Regular servicing and maintenance schedule in place to ensure operational downtime is minimised.	RMS currently on track with no major delays incurred during this month	
3	FD ESH	Economic and social development held back through lack of large scale investment	Energetically promote investment opportunities that are available to both local and international investors.	ESH has recently appointed a UK Commercial Advisor whose remit is to promote the island as an attractive investment destination, to assist parties interested in investing, and to develop relationships with financial institutions aimed at supporting business development. A prospectus of properties and sites for potential development has been launched at events in Capetown and London and is available on the ESH website.	
4.1	ESH/ SMT	Island does not embrace development and change	Robust communication plan in place and implemented. Elected Members, supported by Directors and Senior Officials, providing strong leadership consistent with the SDP vision and key messages.	Communication plan in place and is well advanced.	
4.2	ESH/ SMT	Councillor do not lead/ embrace change	Robust communication plan in place and implemented. Elected Members, supported by Directors and Senior Officials, providing strong leadership consistent with the SDP vision and key messages.	Communication plan in place and is well advanced.	
4.3	ESH/ SMT	SHG mindset does not embrace/ support change	Robust communication plan in place and implemented. Elected Members, supported by Directors and Senior Officials, providing strong leadership consistent with the SDP vision and key messages.	Communication plan in place and is well advanced.	
5	IT/DCS	Loss of data through IT system failure leading to inefficient SHG	Development of a disaster recovery plan. Finalisation of the File/Server project, which will automatically backup all vital files to dedicated file servers, thus restricting users from saving key documents to their hard drives.	The draft disaster recovery plan is being finalised and will be circulated during December 2014. (95%) The File Server Project has been completed. (100%)	
6	DHR	Loss of key professional/ technical staff leading to SHG unable to provide essential services	Strategies to retain key staff including Talent Management Programme, Succession Planning Strategy, review of Pay & Grading and development of Cadres.	Strategies including Talent Management and Succession Planning are being developed, and approval has been given for Review of Pay and Grading to commence in April 2016.	
7	CS/ SMT	Required changes to culture and working practice do not happen as required	Regular reporting and monitoring of progress to ensure that the change programme is on track.	A whole team meeting took place in July and included the launch of the Report It Sort It initiative. 17 fault reports were made during July, with the majority being resolved within a few days. Communication across SHG has been identified as an issue and a small working group is being established to tackle the issue. A Change Advisory Committee, which includes members of the public has met and further public representation is being sought.	
8	D AP	Air access compromised because SHG does not meet obligations	Work ongoing. See Airport Project Programme, Issues Registers and Risks Registers	Monitored on a monthly basis and reported to Programme Board on a bi-monthly basis.	

RISKS

SHG RISK REPORT PERIOD 9 (DECEMBER 2015)

NO	Directorate/ Department	Risk	Risk Mitigation	Performance Report	RAG Status after mitigation
9	CP/ FIN	Divestment compromised because SHG does not meet obligations	On going programme of divestment is taken forward and support by SMT and Corporate Procurement.	SHG remains committed to divesting non-core functions. A realistic timeframe for further divestments is in place and takes account of a number of factors, including resources available to carry out detailed appraisals of these functions to determine suitability for divestment, capacity within in the private sector to take advantage of the divestment opportunities and lessons learnt from previous divestments. The following functions are currently being considered for divestment: - Government Garage - Pest Control - Sanitary Services	
10	FIN	DAPM targets for revenue not achieved as predicted economic improvements not realised.	On going monthly report and long range forecasting to manage process. Economic policy to be reviewed in year and improvements to revenue collection to be implemented.	Targets are being monitored on a monthly basis. Nothing has been identified at this stage that would suggest any significant variance to budgeted revenue for this year.	

Key to arrows

-  Performance Improving
-  Performance Maintaining
-  Performance Data currently being collected
-  Performance Worsening



**St Helena
Government**

**MOVEMENT ON FUNDS REPORT
PERIOD 9 (DECEMBER 2015)**

CORPORATE SUPPORT, POLICY & PLANNING
HUMAN RESOURCES SERVICES
TECHNICAL CO-OPERATION
POLICE
CORPORATE FINANCE
PAYMENTS ON BEHALF OF THE CROWN
ECONOMIC DEVELOPMENT
PENSIONS & BENEFITS
SHIPPING
EDUCATION
HEALTH
ENVIRONMENT & NATURAL RESOURCES
SAFEGUARDING

Capital
HEALTH
ENVIRONMENT & NATURAL RESOURCES
Total Capital

Movement on Consolidated Fund

	REVENUE						EXPENDITURE						SURPLUS/(DEFICIT)					
	YEAR TO DATE			FULL YEAR			YEAR TO DATE			FULL YEAR			YEAR TO DATE			FULL YEAR		
	Actual	Budget	Variance	Forecast	Revised Budget	Variance	Actual	Budget	Variance	Forecast	Revised Budget	Variance	Actual	Budget	Variance	Forecast	Budget	Variance
	165,740	155,451	10,289	225,461	208,000	17,461	986,275	951,194	(35,081)	1,374,094	1,238,000	(136,094)	(820,535)	(795,743)	(24,792)	(1,148,633)	(1,030,000)	(118,633)
	0	0	0	0	0	0	272,177	283,430	11,253	424,132	409,000	(15,132)	(272,177)	(283,430)	11,253	(424,132)	(409,000)	(15,132)
	0	0	0	0	0	0	5,421,549	4,971,873	(449,676)	7,169,101	6,734,000	(435,101)	(5,421,549)	(4,971,873)	(449,676)	(7,169,101)	(6,734,000)	(435,101)
	250,045	213,454	36,591	318,716	271,000	47,716	904,108	913,343	9,235	1,237,307	1,199,000	(38,307)	(654,063)	(699,889)	45,826	(918,591)	(928,000)	9,409
	7,823,164	7,739,031	84,133	10,636,557	10,150,000	486,557	795,214	714,461	(80,753)	1,050,110	954,000	(96,110)	7,027,950	7,024,570	3,380	9,586,447	9,196,000	390,447
	12,617,102	12,597,750	19,352	17,211,355	17,380,203	(168,848)	2,048,499	1,871,288	(177,211)	2,829,610	3,049,203	219,593	10,568,603	10,726,462	(157,859)	14,381,745	14,331,000	50,745
	0	0	0	0	0	0	825,000	825,000	0	1,100,000	1,100,000	0	(825,000)	(825,000)	0	(1,100,000)	(1,100,000)	0
	0	0	0	0	0	0	2,529,624	2,601,480	71,856	3,360,548	3,515,000	154,452	(2,529,624)	(2,601,480)	71,856	(3,360,548)	(3,515,000)	154,452
	2,009,250	2,009,250	0	2,684,000	2,684,000	0	974,917	2,057,966	1,083,049	1,687,481	2,684,000	996,519	1,034,333	(48,716)	1,083,049	996,519	0	996,519
	199,366	192,694	6,672	263,097	257,000	6,097	1,798,659	1,917,316	118,657	2,591,045	2,544,000	(47,045)	(1,599,293)	(1,724,622)	125,329	(2,327,948)	(2,287,000)	(40,948)
	494,515	540,288	(45,773)	660,715	704,000	(43,285)	2,603,176	2,469,194	(133,982)	4,078,509	3,316,000	(762,509)	(2,108,661)	(1,928,906)	(179,755)	(3,417,794)	(2,612,000)	(805,794)
	535,617	425,967	109,650	698,143	557,000	141,143	2,179,853	2,163,021	(16,832)	3,119,322	2,938,000	(181,322)	(1,644,236)	(1,737,054)	92,818	(2,421,179)	(2,381,000)	(40,179)
	52,584	62,890	(10,306)	72,080	84,000	(11,920)	1,789,105	1,940,335	151,230	2,753,534	2,615,000	(138,534)	(1,736,521)	(1,877,445)	140,924	(2,681,454)	(2,531,000)	(150,454)
Total Recurrent	24,147,383	23,936,775	210,608	32,770,124	32,295,203	474,921	23,128,156	23,679,901	551,745	32,774,793	32,295,203	(479,590)	1,019,227	256,874	762,353	(4,669)	0	(4,669)
Capital																		
HEALTH	0	0	0	0	0	0	0	0	0	20,000	0	(20,000)	0	0	0	(20,000)	0	(20,000)
ENVIRONMENT & NATURAL RESOURCES	0	0	0	0	0	0	0	0	0	11,000	0	(11,000)	0	0	0	(11,000)	0	(11,000)
Total Capital	0	0	0	0	0	0	0	0	0	31,000	0	(31,000)	0	0	0	(31,000)	0	(31,000)
Movement on Consolidated Fund	24,147,383	23,936,775	210,608	32,770,124	32,295,203	474,921	23,128,156	23,679,901	551,745	32,805,793	32,295,203	(510,590)	1,019,227	256,874	762,353	(35,669)	0	(35,669)



St Helena Government

PERIOD 9 (DECEMBER 2015)

CLOSING BALANCE

	31 December 2015	31 March 2015
	£	£
Buildings	23,574,849	23,574,849
Infrastructure	8,400,320	8,400,320
Plant, Machinery & Equipment	4,414,231	4,245,435
IT Networks & Equipment	519,104	519,104
Assets Under Construction	181,817,322	180,326,014
NET FIXED ASSETS	218,725,826	217,065,722
OTHER ASSETS		
Housing Loans	288,117	324,968
TOTAL OTHER ASSETS	288,117	324,968
CURRENT ASSETS		
Cash	723,962	993,429
Bank Accounts	(783,204)	(1,681,934)
Short-term Investments	9,867,996	8,031,070
Prepayments	576,653	774,976
Debtors	1,417,579	1,375,154
Accrued Income	1,045,795	762,895
Stock	770,362	811,156
Suspense Accounts	30,184	768
TOTAL CURRENT ASSETS	13,649,327	11,067,514
CURRENT LIABILITIES		
Creditors	17,598	601,234
Accruals	1,793,409	2,647,893
Income received in advance	5,815,730	144,025
Income Tax received in advance	541,930	709,816
Advance Accounts	87,034	113,539
TOTAL CURRENT LIABILITIES	8,255,701	4,216,507
LONG TERM LIABILITIES		
Defined Benefit Pension Liability	38,279,000	38,279,000
Defined Contribution Pension Liability	79,723	50,776
Staff Benefits	578,096	582,354
Other funds owing to third parties	1,944,821	1,497,637
TOTAL LONG TERM LIABILITIES	40,881,640	40,409,767
NET ASSETS	183,525,929	183,831,930
RESERVES		
Reserves and Funds	181,543,877	181,514,909
Unposted Profit/(Loss)	1,982,052	2,317,021
TOTAL RESERVES	183,525,929	183,831,930



St Helena Government

ANALYSIS OF REVENUE REPORT PERIOD 9 (DECEMBER 2015)

	REVENUE			FULL YEAR Original Budget
	YEAR TO DATE		Variance	
	Actual	Budget		
Taxes - PAYE	2,421,236	2,293,530	127,706	3,118,000
Taxes - Self Employed	322,421	174,800	147,621	175,000
Corporation Tax	648,964	871,888	(222,924)	872,000
Goods & Services Tax	315,050	291,213	23,837	384,000
Taxes - Withholding Tax	517	0	517	70,000
Customs - Other	1,957,860	1,600,000	357,860	2,160,000
Customs - Alcohol	872,580	795,250	77,330	1,053,000
Customs - Tobacco	501,057	692,000	(190,943)	952,000
Customs - Petrol	246,155	286,500	(40,345)	382,000
Customs - Diesel	303,407	494,500	(191,093)	664,000
Customs - Liquor Duty	16,874	23,700	(6,826)	31,000
Customs - Excise Duty	126,176	157,000	(30,824)	202,000
Taxes	7,732,297	7,680,381	51,916	10,063,000
Stamp Duty	26,712	31,444	(4,732)	42,000
Dog License	4,346	4,064	282	7,000
Firearm License	4,345	3,936	409	7,000
Liquor License	5,016	5,000	16	8,000
Road Traffic License	145,778	124,493	21,285	157,000
Gaming machines License	2,000	3,000	(1,000)	3,000
Other Licenses & Duty	959	1,700	(741)	3,000
Duty & Licenses Received	189,156	173,637	15,519	227,000
Court Fees & Fines	20,091	9,000	11,091	12,000
Light Dues	7,159	0	7,159	11,000
Cranage	10	0	10	5,000
Dental Fees	23,115	10,323	12,792	14,000
Fees of Office	17,949	0	17,949	0
Medical & Hospital	141,309	131,228	10,081	175,000
Trade Marks	7,084	5,247	1,837	7,000
Post Office charges	697	3,100	(2,403)	5,000
Meat Inspection Fees	5,241	12,384	(7,143)	16,000
Vet Services	16,426	8,623	7,803	12,000
Birth, Marriage & Death Fees	2,247	3,000	(753)	4,000
Land Registration fees	6,290	8,089	(1,799)	11,000
Spraying fees	2,016	2,950	(934)	4,000
Immigration Fees	87,503	67,954	19,549	84,000
Fish & Food Testing	5,942	24,750	(18,808)	12,000
Planning Fees	17,872	9,000	8,872	33,000
GIS Fees	9,386	12,752	(3,366)	3,000
Company Registration Fees	577	2,610	(2,033)	17,000
Other Fees	780	6,010	(5,230)	1,000
Fines & Fees Received	371,694	317,020	54,674	426,000
Agricultural Gardens	9,026	0	9,026	6,000
Leased House Plots	12,600	11,602	998	14,000
Home to Duty Transport	11,805	7,280	4,525	10,000
Commercial Property Rents	34,609	33,887	722	0
Misc Receipts	244,623	131,908	112,715	159,000
Agricultural Buildings	3,653	6,692	(3,039)	7,000
Government Rents	316,316	191,369	124,947	196,000
Stamp Sales(Postal)	17,326	25,000	(7,674)	34,000
Stamp Sales(Philatelic)	6,217	18,000	(11,783)	25,000
Sale of Firewood	11,239	7,443	3,796	10,000

Sale of Timber Logs	0	1,185	(1,185)	2,000
Sale of Govt Publications	58	0	58	0
Other Earnings received	829	1,135	(306)	1,000
Earnings Government Departments	35,669	52,763	(17,094)	72,000
Other Income received	1,047	1,560	(513)	38,000
Income Received	1,047	1,560	(513)	38,000
Commission	982	0	982	0
Interest	26,589	36,000	(9,411)	50,000
Currency Fund Surplus	0	0	0	250,000
Dividends	0	0	0	112,000
Argos	27,440	27,440	0	27,000
Grant-in-Aid	12,590,375	12,561,750	28,625	16,750,000
Shipping Subsidy	2,009,250	2,009,250	0	2,684,000
Treasury Receipts	14,654,636	14,634,440	20,196	19,873,000
Recharges - Customs	22,353	0	22,353	0
Recharges - Other	823,853	885,605	(61,752)	1,182,000
Recharges - GIS	362	0	362	1,182,000
Recharges Received	846,568	885,605	(39,037)	2,364,000
TOTAL REVENUE	24,147,383	23,936,775	210,608	33,259,000