



St Helena Government

PERFORMANCE REPORT

**FOR PERIOD 6 - SEPTEMBER 2015
FINANCIAL YEAR ENDING 31 MARCH 2016**

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Introduction

September was a hugely significant month for St Helena with the calibration flight landing on 15 September following four years of coordinated work.

Sexual offences are above projections and the lack of an acute mental health facility is a critical risk.

The islands health continues to be of great concern and more investment is required to reverse the current trends. Adult social worker now is in post and is assessing vulnerable adults highlighting significant needs.

A number of GLH houses were rewired during September, but housing remains a critical issue on the Island, especially for vulnerable groups.

The number of stayover visitors continues to be well above the same period last year.

Summary of Key Performance Indicators

Some of the headlines for September reporting are as follows:

1. Initial calibration flights completed on 23 September 2015
2. Sexual offences above projections
3. Significant mental health concerns
4. CCC full to capacity
5. Report It Sort It - 100% acknowledged and completed
6. Stayover visitors up 31% from last year
7. Public transport - 9725 tickets sold for first half of the year April-September 2015 compared to same period in 2014 whereby 9943 tickets were sold
8. Vegetable sales figures suggest target on track for achievement by March 2016
9. Electricity disruptions down to only 4 for September
10. New Assessments being introduced in both Primary and Secondary education
11. Domestic violence detection rate at 100%
12. GLH houses rewired – but still require significant works

Committments given during BAM

For September, works are progressing on the Hospital Project, with work on the Lift Shaft to be completed in November. SHG Headcount continues to remain steady but still marginally exceeds it's target. Social Policy Plan takes another step forward as Creative St Helena and SHG work together to develop a Cultural Committee. Statistics are progressing with the Housing Frame Project and consolidation of comments and feedback received during consultation on Census 2016.

Corporate Risk Management

The new Corporate Risk Register, incorporating strategic and Island-wide risks is now completed with mitigation progress to date and has now been circulated to BDG members.

Summary of Financial Performance

Total budgeted revenue for the first half of this financial year was £15,288K. Actual revenue collected for this period was £15,403K. This represents an over collection of £115K, which is a favorable variance of 0.8% against expected revenue for this period.

Total budgeted expenditure for the same period was £15,913K. Actual expenditure for this period was £15,044K. This is an under spend of £869K, which is a favorable variance of 5.5% against expected expenditure for this period.

The overall movement on the Consolidated Fund to date is an increase of £359K.

Key Revenue and Expenditure Variances

Income Tax and Customs revenue remains over collected as previously reported. This is primarily due to an over collection in Income Tax PAYE and Customs duty on alcohol and other categories.

Shipping subsidy remains under spent and it is anticipated that this will remain the case to the end of the financial year. This is a result of favorable variances on both revenue and expenditure for the RMS St Helena.

TC expenditure also remains as reported in the previous period. The overspend reported for the YTD is a combination of variances on individual posts and additional requirements identified during the year which were not budgeted for.

The overspend on the YTD for Payments on behalf of the Crown is a result of legal costs for the Supreme Court held during this financial year that had not been budgeted for.

The under spend on Education is primarily due to delays in purchase of materials and consumables that had been planned for during this period.

Safeguarding is also underspent, mainly due to underspends in the Safeguarding Project expenditure. But it is anticipated that the full project funding will be utilised by the end of the financial year.

Capital Programme

The total spend on the Capital Programme to date is £1,606K.

This month saw the arrival of the Capital Programme Project Manager, who will manage the high priority projects funded under the Capital Programme.

Construction works to the generator room at Levelwood are complete and data has been collected from the testing equipment that was installed for the coastal study for the sewerage project.

SHG Property projects are continuing to progress well. Final works are being carried out to the Social Services building at the back of Ebony View and external works to the Government Landlord flats and the strip-out at the Prison site are nearing completion.

SHG KEY PERFORMANCE INDICATOR REPORT PERIOD 6 (SEPTEMBER 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 30 September 2015 was 804.2 representing 17.4% of resident population employed by SHG based on Q2 average resident population figure for 2015/16.		↔		The average resident population figure for Q2 of 2015/16 was 4614. SHG's headcount as at 30 September 2015 was 804.2 representing 17.4% 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.		↔		Currently 40 serviced en-suite rooms available since April 2015 - no change to this figure to date.
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%	2 years and under registered in EMIS population = 41 Total 2 years and under in SEPTEMBER invited to clinic = 29 Total 2 years and under vaccinated in SEPTEMBER = 26 2 infants cancelled (parent) and rebooked for later clinic 1 infant DNA (parent) - nurse to follow up.		↔		
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.	Total population on EMIS = 4776 Females = 2201 Males = 2575 Population of Adults screened for obesity during the month of September total: 125 of which: 59 patients (47%) registered obese and over BMI between >30 - 39 = 53 BMI between > 40 = 6 Year to date: Adults having BMI measured 843 (21% of adult EMIS population) Of which: BMI over 30 (obese): 39% BMI of 40 or over (morbidly obese): 5% Total Population of Infant/child registered on EMIS = 604 Population of Infant/child screened during month of September = 26 2 years old and under weighed = 26. New centile value > 90 = 1 Infants identified New Obese = 0 (centile WHO charts).		↔		EMIS: The EMIS Consultant was on Island during the month of September 2015, and as a result of the work undertaken, the EMIS population has now changed. Implementations of new templates and Read Codes have also been introduced in addition to the new monthly audits which are set to run from October 2015. The Chronic Disease Register, which is now in place, reflects the UK's KPI's and will take a year to collect the correct information. As a result of these various changes, data for the month of September has been difficult to collect. Statistical data might therefore differ in various areas. Vaccination Coverage: 2 infants did not attend the Mother & Baby Clinic as scheduled, due to the parents having cancelled the relevant appointments. The parents concerned were therefore contacted with new appointment dates/times. Only 1 parent/guardian took advantage of this. The other is being followed-up. Obesity: All patients seen in clinic are now weighed through the Health Screening template, recently installed by the EMIS Consultant (see note on EMIS above).
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.	57 diabetic patients had HbA1c screening in September : HbA1c of 7.5 or less: 32 (56%) Year to date: 365 diabetics having check (53% of Diabetic population on EMIS, 688) of which, HbA1C of 7.5 or less: 53%		↔		Diabetes: The Diabetic clinic continues, however, due to changes in the way that EMIS collects data and reflects HbA1c results in percentages, readings will have to be converted back into <7.00 - >10.00 mmols Mental Healthcare: The CPN (Child & Adolescence) arrived on Island at the end of September 2015. The CPN (Adult) continues to provide 1:1 care to a patient sectioned under the Mental Health Ordinance. The use of St. John's Villa is currently under review, having been identified as a potential location to house both the Mental Health Team and patient currently sectioned. It is therefore proposed that the Community Nursing Service, Midwives and Health Promotion Department be relocated to the Outpatient Clinical Area and Admin Block respectively. Both the intervention programmes and rolling out of programmes of care to prevent hospital admissions are proving difficult due to the current lack of space. Smoking: There has been an increase in support with Smoking Cessation through Smoking Cessation Advisors and Brief Intervention.

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	
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.	One patient remains in hospital admitted under the mental health act in September. One patient for detox.		↔			
	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 = 1808 Smokers total screened September = 146 Supported with brief intervention and or NRT = 89 Females = 45 Males = 44		↔			
	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 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 these will be introduced in October. Secondary Education: Work is underway in PAS to focus on monitoring of student performance and mentoring of at risk students in key subjects. As with the primary schools, new assessments are being introduced to help set targets and monitor progress in English and Maths in Key Stage 3, and these will be introduced in October.
	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%		↔			
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	People and goods able to move to and around the Island flexibly, safely and cost effectively	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.	September 2015: 107 Year to date 823 stay over visitors, a 31% increase from the previous financial year.		↑		The number of stay-over-tourist visitors to St Helena continues to consistently exceed the monthly totals for the previous financial year. In respect of year-to-date totals, the current financial year to date is seeing the highest number of recreational visitors to the island since 2011/12.	
	Transport Access Office	Air Access is achieved		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.	Airport Contract Manager, Edward Jerrard arrived on island and is working closely with the Air Service Provider, SHG Directorates, the Fuel Management Contractor and Basil Read. Calibration flights led by Flight Calibration Services Limited (FCSL) working with TAB Charters were completed on 23 September 2015 after a ten day stay on island. We now await the full assessment of the communication and navigation findings. Work is continuing to prepare for certification of the Airport. Training has commenced, including training for security personnel at the Airport and Basil Read is planning a number of exercises to take place in October and November.		↑			Airport Contract Manager, Edward Jerrard arrived on island and is working closely with the Air Service Provider, SHG Directorates, the Fuel Management Contractor and Basil Read. Calibration flights led by Flight Calibration Services Limited (FCSL) working with TAB Charters were completed on 23 September 2015 after a ten day stay on island. We now await the full assessment of the communication and navigation findings. Work is continuing to prepare for certification of the Airport. Training has commenced, including training for security personnel at the Airport and Basil Read is planning a number of exercises to take place in October and November.
	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		↔	data reported on Quarterly		
KPI's	UTILITIES Connect STH	Sustainability % of total electricity produced by renewable sources	Island utilities are reliable, cost effective, affordable and meet international standards	12.24%	40%	60%	September = 27.52%		↑		Sustainability: No further progress to report on for September. Reliability: Electricity disruptions for September = 4, YTD = 61. 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 re-lining of existing reservoirs which will minimise loss through leaks and further secure supplies.	
	UTILITIES Connect STH	Reliability Unplanned electricity interruptions per annum		134 (13/14)	65	35	September = 4 faults		↔			
	UTILITIES Connect STH	Water % of customers with access to treated and tested water		90%	93%	100%	September = 90%		↔			
	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	The target remains the same until the audit survey is conducted in 2016, these figures will highlight any progress or failures that need addressing. However all GLH flats in Jamestown saw improvements to their electrical wiring taking place as well as external works on 24 homes. It is hoped that funding can be approved for the completion of external works for the remaining 18 flats. 4 additional properties received internal decoration, with 9 properties having wall mounted extractor fans being installed to address the issue of mould and damp. We have also been successful in the sale of 2 GLH properties, a further 3 are awaiting finalising. The housing service is also working closely with the Safeguarding Directorate with approximately 6 referrals being dealt with, further work is ongoing. We are also working closely with the Finance Directorate to alleviate rent arrears, with 3 cases being taken to court for action. there are currently 4 cases awaiting court action.
22	Community & Housing Socio-Economist	Social Policy Plan % of actions from SPP Implementation Plan completed		33 actions in the SPP Implementation Plan	90%	100%	The Social Policy Plan took another step forward as Creative St Helena and SHG are to work together to develop a cultural committee. Further youth services are also to be commissioned.		↑		The Social Policy Plan took another step forward as Creative St Helena and SHG are to work together to develop a cultural committee. Further youth services are also to be commissioned.
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	Legislation enacted and Commissioners agreed, they will be appointed as of 7th October.		↔		September brought a further 11 individuals seeking help/advice bringing the total up to 51. The Legislation was signed into law on 1st August and the names of the Commissioners will be announced on 7th October.
24	Security Police	Reducing Overall Crime	People are living in a secure and safe environment	Reduce overall crime	<225	<Total crime for 2015/16	May 2015 - 21 (95% detection) June 2015 - 20 (75% detection) July 2015 - 28 (46% detection) August 2015 - 19 (279% detection) September 2015 - 12 (67% detection)		↑		Overall Crime: September 2015 shows a decrease in crime against last month, and continues a downward trend which started in August. 12 crimes is 5 below the monthly crime target, however the performance against the YTD remains above target at +26. Domestic Abuse Offences/Sex Related Offences: A number of long term investigations have resulted in charges this month, this is reflected in the detection rate. The YTD figure of sexual offences is 31, which is 13 above target. This is positive as more victims are contacting the police to report sexual offences.
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	May 2015 - 5 (100% detection) June 2015 - 3 (66% detection) July 2015 - 1 (0% detection) August 2015 - 2 (100% detection) September 2015 - 1 (100% 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	May 2015 - 0 (0% detection) June 2015 - 1 (100% detection) July 2015 - 4 (0% detection) August 2015 - 1 (119% detection) September 2015 - 5 (50% detection)		↑		
28	Security Safeguarding	% of referrals having initial assessments within 14-30 days		40%	40%	June - 20% August - 15% July - 15% September - 26%		↔	report on wef June 2015		
29	Security Safeguarding	% of adult clients receiving 1-1 work		50%	70%	June - 6% August - 10% July - 7% September - 10%		↔	report on wef June 2015	Although the figure for % of adult clients is the same, this increased slightly from last month but remains the same as the number of open adult cases also rose.	
30	ENRD	Plants and Wildlife Health of Marine and Terrestrial Habitats		Benchmark needs establishing October 2015 - selection of indicative habitats March 2016 - completion of first benchmark surveys	Little or no change	Improving	Environmental monitoring has commenced in tree-fern habitats on the Peaks. The Taylors and Cuckolds areas on the Peaks have been cleared of invasive species and planted with native species. An intensive propagation program for endemic plants has begun at the Peaks nursery.		⊘	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	
31	ENRD	Water Quality Maintaining good water quality	Our Island, Our Environment, Our Responsibility	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. Indicative terrestrial habitats have been selected in the Peaks National Park and benchmarking has begun. Other terrestrial habitats are still in progress but benchmarking will begin by October 2015. Environmental monitoring (soils, air quality, noise, water quality, water levels and flows) - Submission of the draft field manual has been delayed but is expected shortly. Due to difficulties in securing both RMS passages and flights, the training visit has had to be postponed until February 2016, travel arrangements for this have now been confirmed. Waste Management - Hazardous waste cells completed and ready for use. Incinerator installation completed and incinerator is already in use. Waste streams available for safe disposal at the Public Recycling Facility increased to include motor oil and cooking oil. Glass waste collection service implemented. Funding - Two Darwin Plus funding applications were submitted in September. A BEST 2.0 application will be submitted in October 2015.	
32	ENRD	Waste Management		Reduction in waste sent to landfill	5%	15%				report on annually		
33	ENRD	Energy Use		More efficient use of energy per head of population	5%	10%				report on annually		
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% for September		↑	report on wef Aug 2015	As at the end of September, a total of 26 'Report It Sort It' matters had been reported, just three of which were reported during that month. The majority of reports to date relate to road repairs. The Roads section of ENRD have responded speedily and positively to all reports, which have all been sorted within the 20 working day period - some well ahead of the 20 working day deadline. In recognition of their efforts, the Roads Team was awarded the 'Report It Sort It' Team of the Month Award for August 2015. Reports relating to street lights are collated by Connect and fixed the following month. There are 2 faulty street light reports outstanding. These relate to solar powered lighting which has been faulty for some time and is to be replaced. The longest outstanding Report It Sort It matter relates to the request for installation of a bus shelter at Two Gun Saddle. The Roads Manager is following this up with the Environment and Natural Resources Committee.	
36	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of jobs completed within 20 working days			80%		100% for September		↑	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%			↔			Council Committees revised ToRs have been discussed but not fully endorsed. Further discussion is due to take place at the next Chairpersons' Assembly in October. SHG Insurance consultancy contract signed with Marsh Ltd in March 2015. Data is currently being collected from directorates to forward to Marsh for analysis. Deadline for this work to be completed is 31/03/2016.
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 request received in September 2015		↔			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 6 (SEPTEMBER 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. Following this further work is being undertaken to review and develop budget submissions by Corporates Services, Directorates and Elected Members through Committees.	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 - September 2015) = £1,775K Actual Income Tax collected (April - September 2015) = £1,842K Favourable variance achieved of £67K for the year to date. Total Budget Customs Duty for 2015/16 = £5,444K Budget Customs Duty (April -September 2015) = £2,603K Actual Customs Duty (April - September 2015) = £2,699K Favourable variance of £96K 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) Consolidation of comments and feedback received from consultation on Census 2016 4) Progressing with Housing Frame project 5) Presentation of schools Census project and supply of questionnaires for completion 	Yellow
3	Social		The Social Policy Plan took another step forward as Creative St Helena and SHG are to work together to develop a cultural committee. Further youth services are also to be commissioned.	Green
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. This work includes a much clear delineation of the duties of teachers, including guidance around expected teaching time and is thus foundational to moving towards a more systematic process of budgeting for and funding schools. The new Scheme of Service has been submitted for approval by government.</p> <p>Teacher Training: New professional standards for teachers are in place and the Teacher Trainer has worked with both trainee teachers and teaching staff in working toward these competencies. Three teachers are due to return in August 2015 after completing UK qualifications, one with UK Qualified teacher status. The Directorate continued to work on finalizing plans to deliver internationally accredited Level 5 qualifications to teaching staff in the 2015-16 school year as part of an initiative to provide options for teachers to progress towards an international standard of qualification</p> <p>Apprenticeships: There are currently 38 apprentices on the apprenticeship scheme in a number of private sector organisations and SHG Directorates. A number of apprentices have left the scheme to go on into full time employment.</p> <p>Labour Market Strategy: The Directorate has completed the development of the 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. The Training Needs Assessment is being converted to online format and the actual administration will begin in mid-August.</p>	Yellow

REPORT ON KEY BAM AREAS PERIOD 6 (SEPTEMBER 2015)

No.	Area		Performance Report	RAG Status
5	Capital Programme	Expenditure & Delivery	Total expenditure to date is at £1,605,506 of which DFID expenditure is at £644,606. Works are completed on the Generator room at Levelwood and approval is being awaited for the upgrade of the Generator Room at Chubb's Spring. Data has been received and currently being analysed, from the testing equipment that was put in place for the coastal study required for the sewerage projects. Small works are ongoing on the upgrading of the sewerage networks in Jamestown and HTH. External works have been completed on Botanical Gardens and Parish Block. Works are continuing on Harris Flats which are due for completion in November. Designs are ongoing for the Fire Station and Prison. Works have started on site for the gym to be relocated from AVEC to the HTH Community Centre.	Green
	Capital Programme	Hospital	Works are progressing on the Hospital. Construction works to the lift shaft will be completed next month. Variations will be issued under the original contract for some works that was not planned for during the signing of the contract.	Yellow
	Capital Programme	Prison & CBU	Works are being finalise on the Safeguarding Office at the back of Ebony View. Works will be completed during October. Tender documents for the new Barn View are currently being reviewed by the Project Board. The remediation works to the existing Barn View building are also progressing well. Further works was identified, so this has been issued as a variation to the original contract. The strip out works for HM Prison are progressing well and due for completion in October. The design team, of ENRD are still reviewing the detailed designs for the build contract; these designs will be completed in October and then sent away for verification. Tender documentation is being prepared.	Yellow
	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.	Green
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;	Yellow
	Governance & Structure	Headcount	Headcount as at 30 September 2015 was 804.2 representing 17.4% of resident population employed by SHG based on Q2 average resident population figure for 2015/16.	Green
7	Technical Co-Operation	Technical Co-operation expenditure	Actual expenditure against budget as at 30 September 2015 shows an underspend of approximately £55k. This is mainly due to MTL costs anticipated for period paid earlier and MTL no longer required for PS and Statistician. There was also a delay in progressing the consulatancies identified under the NHS link and costs identified for procurement consulatant no longer required. Actual YTD expenditure against budget as at 30 September 2015 shows an overspend of approximately £219k (6.3%), which is mainly due to MTL costs paid ealier than anticipated for period for CEED as well as increase in salary for SDO. Also, an overlap in Economist role, additional expenditure requirements in relation to LPS, SME, Marsh consulatancy, extended LPHY) and additional recruitment activities.	Red
8	Economic Development	Recurrent Expenditure	ESH recurrent expenditure for the period ended September is showing an under spend of £32k as there were some invoices received in previous month. Our actual spend to date is 78.5% against budget.	Red
	Economic Development	Milestones	Recruitment and movement of Key Staff Mr Chris Pickard Director of Tourism, will take up this post in October. Michielle Yon, Director of Resources is currently on overseas leave and will return in October. Dr Niall O'Keeffe, CEED is due to leave on business in October.	Green

SHG RISK REPORT PERIOD 6 (SEPTEMBER 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 £644,606 capital spend at end of September 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.	The SHRDO is in the process of developing strategies including Talent Management, Succession Planning and planning a Review of Pay and Grading project.	
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.	

RISKS

SHG RISK REPORT PERIOD 6 (SEPTEMBER 2015)

NO	Directorate/ Department	Risk	Risk Mitigation	Performance Report	RAG Status after mitigation
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.	
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

PERIOD 6 (SEPTEMBER 2015)

CLOSING BALANCE

	30 September 2015	31 March 2015
	£	£
Buildings	23,574,849	23,574,849
Infrastructure	8,400,320	8,400,320
Plant, Machinery & Equipment	4,257,191	4,245,435
IT Networks & Equipment	519,104	519,104
Assets Under Construction	181,144,585	180,326,014
NET FIXED ASSETS	217,896,049	217,065,722
OTHER ASSETS		
Housing Loans	297,297	324,968
TOTAL OTHER ASSETS	297,297	324,968
CURRENT ASSETS		
Cash	619,465	993,429
Bank Accounts	(78,039)	(1,681,934)
Short-term Investments	7,825,866	7,988,878
Prepayments	658,184	774,976
Debtors	1,861,271	1,373,953
Accrued Income	679,048	769,847
Stock	873,004	838,292
Suspense Accounts	(55,625)	751
TOTAL CURRENT ASSETS	12,383,174	11,058,192
CURRENT LIABILITIES		
Creditors	163,352	601,234
Accruals	1,090,836	2,647,962
Income received in advance	3,519,134	144,025
Income Tax received in advance	1,115,540	709,816
Advance Accounts	111,295	113,539
TOTAL CURRENT LIABILITIES	6,000,157	4,216,576
LONG TERM LIABILITIES		
Defined Benefit Pension Liability	38,279,000	38,279,000
Defined Contribution Pension Liability	25,446	8,584
Staff Benefits	578,096	582,354
Other funds owing to third parties	1,448,775	1,528,393
TOTAL LONG TERM LIABILITIES	40,331,317	40,398,331
NET ASSETS	184,245,046	183,833,975
RESERVES		
Reserves and Funds	181,521,202	181,509,088
Unposted Profit/(Loss)	2,723,844	2,324,887
TOTAL RESERVES	184,245,046	183,833,975



St Helena Government

MOVEMENT ON FUNDS REPORT PERIOD 6 (SEPTEMBER 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
Movement on Consolidated Fund

	REVENUE			FULL YEAR Original Budget
	YEAR TO DATE			
	Actual	Budget	Variance	
	108,514	98,186	10,328	208,000
	0	0	0	0
	0	0	0	0
	169,888	157,612	12,276	271,000
	4,612,899	4,416,506	196,393	10,150,000
	8,425,689	8,510,500	(84,811)	17,162,000
	0	0	0	0
	0	0	0	0
	1,339,500	1,339,500	0	2,684,000
	132,683	128,446	4,237	257,000
	323,400	326,860	(3,460)	704,000
	255,765	268,935	(13,170)	557,000
	34,772	41,860	(7,088)	84,000
	15,403,110	15,288,405	114,705	32,077,000

	EXPENDITURE			FULL YEAR Original Budget
	YEAR TO DATE			
	Actual	Budget	Variance	
	656,279	652,829	(3,450)	1,238,000
	161,751	154,067	(7,684)	408,000
	3,684,926	3,465,452	(219,474)	6,735,000
	578,748	616,135	37,387	1,199,000
	508,770	475,670	(33,100)	954,000
	1,287,437	1,203,415	(84,022)	2,831,000
	550,000	550,000	0	1,100,000
	1,651,345	1,699,594	48,249	3,515,000
	793,915	1,583,962	790,047	2,684,000
	1,162,303	1,285,112	122,809	2,544,000
	1,535,799	1,622,745	86,946	3,316,000
	1,407,127	1,406,408	(719)	2,938,000
	1,065,703	1,197,128	131,425	2,615,000
	15,044,103	15,912,517	868,414	32,077,000

	SURPLUS/(DEFICIT)			FULL YEAR Original Budget
	YEAR TO DATE			
	Actual	Budget	Variance	
	(547,765)	(554,643)	6,878	(1,030,000)
	(161,751)	(154,067)	(7,684)	(408,000)
	(3,684,926)	(3,465,452)	(219,474)	(6,735,000)
	(408,860)	(458,523)	49,663	(928,000)
	4,104,129	3,940,836	163,293	9,196,000
	7,138,252	7,307,085	(168,833)	14,331,000
	(550,000)	(550,000)	0	(1,100,000)
	(1,651,345)	(1,699,594)	48,249	(3,515,000)
	545,585	(244,462)	790,047	0
	(1,029,620)	(1,156,666)	127,046	(2,287,000)
	(1,212,399)	(1,295,885)	83,486	(2,612,000)
	(1,151,362)	(1,137,473)	(13,889)	(2,381,000)
	(1,030,931)	(1,155,268)	124,337	(2,531,000)
	359,007	(624,112)	983,119	0

TRANSPORT TRADING ACCOUNT
IT TRADING ACCOUNT
ST HELENA AUDIT SERVICE
HOUSING SERVICE TRADING ACCOUNT
Movement on Trading Accounts

	471,455	398,062	73,393	765,000
	261,502	256,760	4,742	511,000
	51,500	170,500	(119,000)	301,000
	148,429	150,386	(1,957)	301,000
	932,886	975,708	(42,822)	1,878,000

	205,881	290,388	84,507	572,000
	208,236	238,278	30,042	473,000
	51,891	136,090	84,199	261,000
	193,386	168,284	(25,102)	280,000
	659,394	833,040	173,646	1,586,000

	265,574	107,674	157,900	193,000
	53,266	18,482	34,784	38,000
	(391)	34,410	(34,801)	40,000
	(44,957)	(17,898)	(27,059)	21,000
	273,492	142,668	130,824	292,000



St Helena Government

ANALYSIS OF REVENUE REPORT PERIOD 6 (SEPTEMBER 2015)

	REVENUE			FULL YEAR Original Budget
	YEAR TO DATE		Variance	
	Actual	Budget		
Taxes - PAYE	1,568,702	1,484,242	84,460	3,118,000
Taxes - Self Employed	66,904	92,440	(25,536)	175,000
Corporation Tax	0	0	0	872,000
Goods & Services Tax	205,961	198,424	7,537	384,000
Taxes - Withholding Tax	453	0	453	70,000
Customs - Other	1,333,128	1,020,000	313,128	2,160,000
Customs - Alcohol	544,502	519,750	24,752	1,053,000
Customs - Tobacco	312,492	422,000	(109,508)	952,000
Customs - Petrol	176,906	191,000	(14,094)	382,000
Customs - Diesel	236,192	329,000	(92,808)	664,000
Customs - Liquor Duty	9,753	15,300	(5,547)	31,000
Customs - Excise Duty	85,752	106,000	(20,248)	202,000
Taxes	4,540,745	4,378,156	162,589	10,063,000
Stamp Duty	21,649	20,743	906	42,000
Dog License	3,351	2,438	913	7,000
Firearm License	3,167	2,820	347	7,000
Liquor License	1,081	0	1,081	8,000
Road Traffic License	84,378	81,713	2,665	157,000
Gaming machines License	0	0	0	3,000
Other Licenses & Duty	455	1,000	(545)	3,000
Duty & Licenses Received	114,081	108,714	5,367	227,000
Court Fees & Fines	14,275	6,000	8,275	12,000
Light Dues	6,412	0	6,412	11,000
Cranage	10	0	10	5,000
Dental Fees	14,929	6,882	8,047	14,000
Fees of Office	12,162	0	12,162	0
Medical & Hospital	90,444	87,486	2,958	175,000
Trade Marks	5,400	3,498	1,902	7,000
Post Office charges	569	1,850	(1,281)	5,000
Meat Inspection Fees	2,742	8,256	(5,514)	16,000
Vet Services	10,402	5,748	4,654	12,000
Birth, Marriage & Death Fees	1,698	1,850	(152)	4,000
Land Registration fees	4,644	5,158	(514)	11,000
Spraying fees	1,303	1,450	(147)	4,000
Immigration Fees	72,572	61,474	11,098	84,000
Fish & Food Testing	2,520	16,500	(13,980)	12,000
Planning Fees	14,902	6,000	8,902	33,000
GIS Fees	5,674	8,502	(2,828)	3,000
Company Registration Fees	444	1,740	(1,296)	17,000
Other Fees	654	5,860	(5,206)	1,000
Fines & Fees Received	261,756	228,254	33,502	426,000
Agricultural Gardens	8,239	0	8,239	6,000
Leased House Plots	9,174	8,479	695	14,000
Home to Duty Transport	8,979	4,880	4,099	10,000
Commercial Property Rents	21,977	22,651	(674)	0
Misc Receipts	65,512	54,791	10,721	159,000
Agricultural Buildings	3,391	6,128	(2,737)	7,000
Government Rents	117,272	96,929	20,343	196,000
Stamp Sales(Postal)	13,348	15,500	(2,152)	34,000
Stamp Sales(Philatelic)	5,051	13,000	(7,949)	25,000

Sale of Firewood	6,590	4,962	1,628	10,000
Sale of Timber Logs	0	0	0	2,000
Sale of Govt Publications	58	0	58	0
Other Earnings received	446	930	(484)	1,000
Earnings Government Departments	25,493	34,392	(8,899)	72,000
Other Income received	1,047	1,560	(513)	38,000
Income Received	1,047	1,560	(513)	38,000
Commission	880	0	880	0
Interest	22,166	24,000	(1,834)	50,000
Currency Fund Surplus	0	0	0	250,000
Dividends	0	112,000	(112,000)	112,000
Argos	0	0	0	27,000
Grant-in-Aid	8,402,875	8,374,500	28,375	16,750,000
Shipping Subsidy	1,339,500	1,339,500	0	2,684,000
Treasury Receipts	9,765,421	9,850,000	(84,579)	19,873,000
Profit on Disposal of Assets	0	0	0	0
Proceeds from Sale of Stocks/Stores	0	0	0	0
Other Income	0	0	0	0
Recharges - Customs	18,958	0	18,958	0
Recharges - Other	558,337	590,400	(32,063)	1,182,000
Recharges Received	577,295	590,400	(13,105)	1,182,000
TOTAL REVENUE	15,403,110	15,288,405	114,705	32,077,000