



St Helena Government

PERFORMANCE REPORT

FOR PERIOD 12 - MARCH 2016
FINANCIAL YEAR ENDING 31 MARCH 2016

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Introduction

For the month of March, we said farewell to HE Governor who departed St Helena on 18th March 2016. Also the Financial Secretary Colin Owen delivered his fourth Budget Speech for St Helena, following agreement of the BAM budget settlement with DFID on 17 March 2016. Total support provided by DFID for 2016/17 will be £22.5m and will see spending in key areas increase significantly.

Basil Read completed the final round of desktop audits in March and an on-site audit by ASSI will take place from 10-15 April 2016.

Housing still remains a significant issue on the island and referrals into the service have reached a bottle neck.

At the year end we have seen an increase in local meat on the market and around 29% of vegetables consumed on the island are local

Summary of Key Performance Indicators

Some of the headlines for March are as follows:

1. March saw 268 stay over visitor arrivals. Financial year to date: 2,288 - 9% increase from the previous financial year.
2. Almost 60% of households have access to the internet.
3. Renewable contribution for March is 26.8%, full year is 28.8%. The increase in units consumed has eroded the % figure by 1.4% compared to March 2015.
4. 14% of EMIS population registered as diabetic.
5. 95% of Children's Safeguarding referrals overall had initial assessments within the specified timeframe.
6. Overall Crime levels remains low with 12 offences.
7. SHG Headcount remains at 17.2%.
8. A final draft of a new and comprehensive safeguarding policy for education was completed and will be circulated in April for consultation.
9. Local meat consumption up by 4.1 tonne compared to previous year.

Committments given during BAM

As at the end of March 2016, SHG Headcount remains at 17.2% of the resident population. ESH provisional recurrent expenditure for the year ended March is showing an over spend of £90k.

With regards to Teacher Training, 29 staff members are currently enrolled in Phase 1 of the new Teacher Upskilling project and Phase 2 are in the development stage and is approximately 50% complete.

28 apprentices are currently on the apprenticeship scheme in a number of private sector organizations and within SHG, though there is demand from the business sector for more places. It is anticipated that demand will rise after the current Year 11 students at PAS complete the school year.

Hospital refurbishment project is well underway with completion of phase 1 and 2, Phase 3 due to be completed 1st April 2016 and Phase 4 of the works to commence thereafter.

Corporate Risk Management

In respect of the risks on the Combined Performance Report there has been no major change, and are currently up for review.

Summary of Financial Performance

The Management Accounts are un-audited and are subject to change during the preparation of the 2015/16 Government Financial Statements.

The overall movement on the Consolidated Fund for the year is an increase of £0.7M.

Total budgeted revenue for the financial year was £32.1M. Actual revenue collected during the year was £32.6M. This represents an over collection of £0.5M, which is a favourable variance of 1.6% against the revenue budget for the year.

Following further appropriation during the year the revised expenditure budget was £33.0M. Actual expenditure for the year was £31.9M including capital expenditure of £0.1M. This is an under spend of £1.1M, which is a favourable variance of 3.3% against the revised expenditure budget for the year.

Key Revenue and Expenditure Variances

A major contributing factor in the favourable variance achieved on revenue is the over collection on Income Tax and Customs Duty. In particular, for Income Tax significant over collection was achieved on Self Employed and PAYE streams of 88.0% and 4.0% respectively that achieved an additional £0.3M in revenue.

As previously reported throughout the year, due to the favourable variances on revenues and running costs for the RMS St Helena an under spend has been achieved on the Shipping Subsidy budget. A Withdrawal Warrant was approved during the financial year with a revised budget for the Shipping Subsidy of £1.7M. At the end of the financial year the under spend amounted to £1.1M against the revised budget for the year.

An under spend has also occurred on the Health revised budget of £0.17M. The majority of this under spend is in relation to the overseas medical referrals budget within Health where at the time of the supplementary appropriation process it was forecasted that a higher level of funding would have been required.

An overspend has occurred on the Safeguarding budget of £0.17M. This overspend is across all cost centres within the directorate but the majority relates to Social Services and the Safeguarding Project.

Capital Programme

Progress on Harpers 3 this month has been slower than anticipated due to above average rainfall that has occurred, works due to be completed at the end of May depending on weather conditions. 90% of the pipeline has been laid from Fishers Valley and all works are due to be completed in April. Works continue on the upgrading of the sewerage networks in HTH and Jamestown.

Designs are being finalised for the Lab and Dispensary works which are due to go out for tender in April, these works also include the installation of fire alarm systems at the Hospital Admin Block.

The contract for the Fire Alarm systems at PAS has been signed and materials ordered. Works due to start on site at the end of April.

The ITT has been advertised for consultants to undertake the works for Rupert's redevelopment and the R2 project.

The Hospital refurbishment project is progressing well with First Floor works completed, as have the critical elements of phase 1 & 2. Phase 3 works due to be completed on 1st April. Phase 4 works will start once Phase 3 is completed. Due to further variations being issued under the project, the works will be completed in June, in effect closing the project.

The clients requirements has changed for Barn View with a preference to having more buildings at Cape Villa. Safeguarding has submitted a bid for prioritisation in 2016/17. The remediation works to the existing Barn View building is completed.

The Sundale Prison Project has moved from an internal to an external project. A purchase order has been issued to Faithful and Gould to deliver Riba stages 0-1. The report for these works will be received in April.

SHG KEY PERFORMANCE INDICATOR REPORT PERIOD 12 (MARCH 2016)

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Benchmark	Target 2014/15	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	33% (2013/14)	38%	40%	TBD	2015/16: 41% (estimate- unaudited figures from 2016/17 budget book)		↑	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%	17%	TBD	Headcount as at 31 March 2016 was 809.2 representing 17.2% of resident population employed by SHG based on Q4 average resident population figure for 2015/16.		↔		The average resident population figure for Q4 of 2015/16 was 4702. SHG's headcount as at 31 March 2016 was 809.2 representing 17.2% 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)	£19,100,000	£20,300,000	TBD	2013/14: £16,789,000 (2.5% increase from previous financial year) 2014/15: £17,527,000 (4.3% increase from previous financial year) 2015/16: £17,997,000 (2.7% increase from previous financial year)		⊘	report on annually	
4	Economic Development ENRD (ANR)	Agriculture Local Market share of like for like production	Meat 86% Vegetables 40%	Meat 86% Vegetables 45%	Meat 90% Vegetables 55%	Meat 95% Vegetables 60%	Local meat figures show some 94.6 tonnes of meat produced, through slaughter of 1971 animals. This output for 2015-16 represents an <u>increase</u> in both slaughtered weight of 4.1 tonne and slaughtered animal numbers of 85 on last years figures. Cannot determine local % share of the market for meat as yet as availability of statistics for imported meat lag behind imports by some 6 months. . Although based on a calculated assumption , we have an average figure of 46% for meats. For vegetables there has been little farmer support for provision of actual production data and so sales data from some of the shop outlets willing to pass on sales data has any given us a sales tonnage of some 88 tonnes of local veg sales. Imports of fresh vegetables to the Island totalled some 296.55 tonnes, with local share of the market based on sales data therefore equating to approximately 29%.		↑	report on 6 monthly	Local meat figures show some 94.6 tonnes of meat produced, through slaughter of 1971 animals. This output for 2015-16 represents an increase in both slaughtered weight of 4.1 tonne and slaughtered animal numbers of 85 on last years figures. Cannot determine local % share of the market for meat as yet as availability of statistics for imported meat lag behind imports by some 6 months. . Although based on a calculated assumption , we have an average figure of 46% for meats. For vegetables there has been little farmer support for provision of actual production data and so sales data from some of the shop outlets willing to pass on sales data has any given us a sales tonnage of some 88 tonnes of local veg sales. Imports of fresh vegetables to the Island totalled some 296.55 tonnes, with local share of the market based on sales data therefore equating to approximately 29%.
5	Economic Development ESH	Accommodation Available serviced rooms	39 rooms (2011/12)	65 rooms	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)	31 two year olds, 93.5% of the total population	100%	100%	100%	EMIS population of 0 - 2 years old registered in March 2016 : 161 Infants received vaccination coverage in March : 42 - 2 year olds.		↔		Vaccination Coverage: Infants receiving vaccination coverage in March were 42. All 2 year olds have now attended immunization following an invitation to attend clinic in March 2016. YTD 2015/16 - An estimated 60% of children at 2yrs of age are up to date with vaccinations. Diabetes: Due to the change of measurement on EMIS from DCCT% (Diabetes Control and Complications Trial) to IFCC (International Federation of Clinical Chemistry)a change in reporting is required. Negotiations with the EMIS consultant are ongoing with the intention of securing necessary support to remedy inconsistencies and gaps in reporting of KPIs for 2015/16. Diabetics (previously defined at HbA1C(DCCT%) less than or equal to 7.5 Target undefined under IFCC reporting.
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%)	Baseline % of obese and % of morbidly obese patients	45% of obese and 15% of morbidly obese patients	65% EMIS status 35% patients with HBA1C ≤7.5 and below 1% patients above 7.5.	Total EMIS population of adults (> 18 years old) in March: 5084 March (> 18 years old) Adult Patients weighed BMI recorded >20 <25 = 178 March 2016 EMIS population of adult (>18 years) with a BMI >30 = 2 BMI > 40 = 1 EMIS population Primary School age children age 4 years 11 months 30 days – 11 years 11 months 30 days : 377 3 children recorded obese when measured in March EMIS population Secondary School age children age 12 years – 18 years 11 months 30 days: 246 0 children recorded obese when measured in March March 2016 EMIS population of Centile value Infants 0 – 2 years 11 months 30 days = 46 infants weighed with >75 = 0 and > 90 = 0 .		↔		Diabetics update for March 2016: Diabetics on EMIS register: 705 (3 newly diagnosed Type II) (14% of EMIS population registered diabetic) HbA1C obtaining in March: 64 (9% of diabetic population) Normal/ well controlled blood sugar: 10 (15.6% of tests) Pre-diabetes/ partially controlled blood sugar, increase risk of morbidity: 22 (34.4% of tests) Diabetics/ poorly controlled blood sugar, high risk of morbidity: 32 (50% of tests) YTD – An estimated 73% (705) of Diabetics having HbA1C in 2015/16 HBA1C< 7.5 & below = 57% HBA1C >7.5 & above = 43% Obesity: Health Promotion have commenced Health Screening within various schools . For March BMI>30 = 2 BMI >40 = 1 YTD 2015/16 – An estimated 25% (1249) of the population having had BMI measured Of which: BMI between >30- 40 = 29% Obese BMI between >40= 5% (58) Morbidly Obese
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.	40% EMIS status 10% patients with HBA1C ≤7.5 and below 3% 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.	Diabetic Register on EMIS 705 HbA1C obtained in March: 64 HbA1c IFCC <48 mmols - blood glucose <7.8 mmols average blood glucose level : Total = 10 (4 = Male, 6 = Female) HbA1C IFCC : 49 mmols - 64 mmols: (7.9mmols - 10.1 mmols average blood glucose level: Total = 22 (6 = Male, 16 = Female) >65 mmols - (10.3 mmols average blood glucose level: Total = 32 (12 = male, 20 = female) 3 newly diagnosed Type 2 diabetic. (3 Female & 0 male)		↔		Mental Healthcare: March = 2 admissions Estimated YTD for 2015/16 =7 admissions overall for the year. The Mental Health Team has welcomed an addition of 2 new CPN's during the month of April 2016. Smoking: Smoking Status Registered on EMIS = 1874 (37%) Smokers registered on EMIS = 629 (34%) Smoking Cessation Groups did not commence in March 2016, as previously anticipated, due primarily to a lack of resources. Brief intervention was, however, carried out via Nurse Lead Clinics within the various Districts.

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Benchmark	Target 2014/15	Target 2015/16	Target 2016/17	Performance Report	RAG Status	Direction of Travel	Notes	Overall Brief Monthly Commentary on Progress/events	
KPI's	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.	4 Mental Health Admissions per year.	3 Mental Health Admissions per year.	2 Mental Health Admissions per year.	Hospital admissions with psychiatric disorders or alcohol related conditions in the month of March = 2		↔		An estimated Year to Date (YTD) percentage has been calculated for all KPIs based on an average of 9 month period of data, due to unavailability of data for Dec 15 - Feb 16, which is the cause of ongoing EMIS issues. Support and addressing of issues with EMIS will be required before reliable information can be extracted.
	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%	70% EMIS status 25% of smokers	85% EMIS status 20% of smokers	95% EMIS status 15% of smokers	Current Population on EMIS in March : 5084 Smoking Status Registered on EMIS = 1874 Smokers total registered on EMIS = 629 Smokers seen in = 15 Patients received brief intervention and Nicotine Replacement therapy = 4		↔		
	11	Education	Primary Education % of pupils achieving level 4+	Reading 54% Writing 68% Maths 55%	Reading 70% Writing 70% Maths 70% Spelling, Punctuation and Grammar 45%	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 60% Mathematics 49% Writing 50%		↔		Primary/Secondary Education: A key consideration in March was the recurrent staffing issues that schools face. Resignations were received from three teachers and a teaching deputy head retired, leaving significant gaps in primary provision. At secondary level, a resignation from a trainee teacher in the final stages of teacher training once again caused gaps in mathematics provision. The Deputy Director--Schools was assigned to Harford Primary for an interim period, but all schools were forced to reassign students and teachers to cover gaps.
	12	Education	Secondary Education % of pupils achieving 5 GCSE A*-C including English and Maths	19% (2012)	55% (2015)	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%		↔		29 staff members have now signed up for the Level 4 teaching qualification, including several teaching assistants, potentially increasing the pool of teachers for the 2016/17 school year. Two local candidates have expressed interest in beginning teacher training in September. Work continued on the curriculum review for PAS, with a new business course now planned at GCSE level in September. Technical qualifications are being reviewed in light of changes in the UK. A final draft of a new and comprehensive safeguarding policy for education was completed and will be circulated in April for consultation.
	13	Education	NEETS The number of young people not in education, employment or training	0 (2013)	0	0	0	0		↔		A new threshold for Student Allowance was approved by Education Committee, and work began on review of Education's Charging Policy and Apprenticeship Scheme and Policy. Work continues on developing structures and curriculum offerings for the proposed Community College.
	14	Transport Statistics Office	Number of stay over tourist visitors to the island	2,527 (2012/13) 2,054 (2013/14)	19% growth (approx. 2,500 visitors)	28% growth (approx. 3,200 visitors)	Onset of air access - step change. Visitor predictions TBD once access provision is known.	March 2016: 268 Financial year 2015/16: 2,288 stay over visitors, an 9% increase from the previous financial year.		↑		Financial year 2015/16 has seen an increase in the number of visitor arrivals to St Helena all categories: Stay over visitors: 2,288 (9% increase from 2014/15) Business visitors: 962 (8% increase from 2014/15) Cruise Ship/ day visitors: 5,768 (119% increase from 2014/15)
	15	Transport Access Office	Air Access is achieved	The construction of the airport is well advanced and delivering certification and operational readiness is priority	Air Service Provider Contract awarded	Air access certification achieved	St Helena is operationally ready and welcomes international commercial flights.	Basil Read completed the final round of desktop audits in March and an on-site audit by ASSI will take place from 10-15 April 2016. Operational readiness test to be commenced on 30 April 2016 Personnel continue to undergo training to ensure that they are ready to commence the operations phase.		↑		Basil Read completed the final round of desktop audits in March and an on-site audit by ASSI will take place from 10-15 April 2016. Operational readiness test to be commenced on 30 April 2016 Personnel continue to undergo training to ensure that they are ready to commence the operations phase.
	16	Transport Corporate Support (Carol)	Number of people using public transport	18070 tickets sold (2013/14)	Increase of 10% through new routes and promotion (19877 tickets)	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 4573 tickets sold January - March 2016		↔	data reported on Quarterly	Financial Year 2015/16 a total of 19,216 tickets sold. 2015/16 has seen a decrease in the sale of tickets compared to 2014/15 when sales totalled 19,877 tickets. This differs by 661 tickets less, therefore not meeting the target of 10% increase (equiv. of 21, 864) New 5 year contract commenced 1 March 2016. Sandy Bay route still operating under the old contract.
	17	UTILITIES Connect STH	Sustainability % of total electricity produced by renewable sources	12.24%	20%	40%	60%	March = 26.8%		↑		Sustainability: March renewable contribution was 26.8%, full year is 28.8%. The increase in units consumed has eroded the % figure by 1.4% compared to March 2015.
	18	UTILITIES Connect STH	Reliability Unplanned electricity interruptions per annum	134 (13/14)	109	65	35	March = 6 faults		↑		Reliability: Electricity disruptions for March = 6. Full year figure 112 which missed the URA target by 2. 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
19	UTILITIES Connect STH	Water % of customers with access to treated and tested water	90%	93%	93%	100%	March = 90%		↔		Utilities: 59.5% of households with internet connections. An additional 2% of household against a target for an additional 3.6%.	
20	UTILITIES SURE/SHG Economist	Communications % of households with internet connections	56.3% (2013/14)	62.2%	65.8%	70.8%	59.5%		↑	report on annually	In January 2016 the cost of broadband internet services decreased by 5%, bringing the total decrease since December 2012 to 27%. In February 2016 an increase in the data allowance of internet packages has brought the "price per megabyte" of Broadband internet connections down to 1.25p for Gold package subscribers and 1.67p for Bronze package subscribers.	

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Benchmark	Target 2014/15	Target 2015/16	Target 2016/17	Performance Report	RAG Status	Direction of Travel	Notes	Overall Brief Monthly Commentary on Progress/events
21	Community & Housing Housing	Increased community capacity through better informed and engaged residents	Customer satisfaction using 2014 survey as benchmark	Biannual survey results show significant improvement in satisfaction with home - Fair, repairs - Good and communications - Good	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	(1). Housing register There are currently 47 applicants on the housing register, 16 for 1 bedroom accommodation, 23 for 2 bedroom accommodation and 8 for 3 bedroom accommodation. All cases to be reviewed on the register by End of June 2016. (2). GLH Rent Arrears Rent arrears were confirmed to be £43,356.80 and housing & corporate finance agreed mechanisms' for recovery with the AG's Office, recovery action is on-going. (3). Homelessness Brick House to be completed this month and a new Bail Hostel to be established for the prison service, this will assist with a number of homelessness cases. (4) Finance
22	Community & Housing Socio-Economist	Social Policy Plan % of actions from SPP Implementation Plan completed	33 actions in the SPP Implementation Plan	50%	90%	100%	90%		↑		As part of the plans commitment to the Sainsbury recommendations work was completed to increase BIP and IRB from the 1st April 2016
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.	Drafting and approval of Ordinance underpinning the HRC	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 now taking on case work, number of clients now stands at 20		↑		The Commission is now established with 4 Commissioners and CEO (ex-officio Commissioner) appointed. Work is well underway with 28 cases allocated to commissioners for investigation. Work progressing on several working groups. Review of legislation is underway.
24	Security Police	Reducing Overall Crime	Reduce overall crime	<190	<225	<Total crime for 2015/16	April 2015 - 25 (48% detection) 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) October 2015 - 10 (60% detection) November 2015 - 7 (81% detection) December 2015 - 9 (80% detection) January 2016 - 13 (69% detection) February 2016 - 12 (100% detection) March 2016 - 12 (158% detection)		↑		
25	Security Police	Improving Trust and Confidence in the Services Provided by the Directorate	Increase the reporting of Domestic Abuse offences/incidents	>17	>33	>Total number of Domestic Offences/incidents for 2015/16	April 2015 - 2 (100% detection) 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) October 2015 - 2 (100% detection) November 2015 - None December 2015 - 4 (75% detection) January 2016 - 9 (100% detection) February 2016 - 4 (100% detection) March 2016 - 1 (100% detection)		↑		Overall Crime: Crime levels remain low with 12 this month, which is a return stable levels. Yearly performance is slightly above, but mainly due to one offenders now convicted Domestic Abuse Offences/Sex Related Offences: One sexual offences and 1 domestic abuse offences where reported this month. Both are being progressed with a charge resulting one and advice being sought from the AG re the other.
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 s multi-agency approach	> 23 sex offences 90% child related referrals	>27 90% of referrals submitted within 24 hours	>Total number of sex offences in 2015/16 90% of referrals submitted within 24 hours	April 2015 - 1 June 2015 - 1 (100% detection) August 2015 - 1 (119% detection) October 2015 - 0 (0% detection) December 2015 - None February 2016 - 1 (0% detection)		↑		
28	Security Safeguarding	% of referrals having initial assessments within 14-30 days			40%	40%	June - 20% September - 26% October - 20% January - 40% February - 15%		↑	report on wef June 2015	Referrals for March have been in line with February however we have had a number of referrals alleging CSE. This has been fed to the Board. Number of referrals hitting the criteria for section 57 has increased. For 2015/16 a total of 17 out of 18 assessments were completed within the timescales, which totals an overall 95%.
29	Security Safeguarding	% of adult clients receiving 1-1 work			50%	70%	June - 6% September - 10% October - 10% Approx. 17-20% February - 17 - 20%		↑	report on wef June 2015	Safeguarding has worked to develop new policies around Child and Adult protection as well as policies to support elderly members of the community to remain independent in their own homes. The directorate continue to work with other agencies in a number of complex cases.
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	Little or no change	Improving	Bench mark surveys completed for 6 areas in Diana's Peak National Peak together with benchmark surveys of 11 other sites across the island.		↔	report on annually	Plants and wildlife. Propagation of endemic species continued at the Peaks nursery. Clearing of invasive species (flax, fuchsia, bilberry, pheasant-tail fern) in

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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	Benchmarking	Little or no change	Improving	Equipment arrived on Island in July/August & September. Training took place in February 2016. Monitoring data collection started in February 2016.		↻	report on annually	Diana's areas of Peaks National Park. National Invertebrate Conservation Strategy nearing completion. Horticultural training delivered by Marcella Corcoran from Kew Gardens, UK. Environmental monitoring (soils, air quality, noise, water quality, water levels and flows) - Revised Environmental Monitoring Manual received to include use of additional monitoring equipment identified during the on Island training delivered by AECOM in February. Calibration and maintenance of two pieces of monitoring equipment carried out in UK. Waste Management - Glass waste collection for future recycling continues.EMD supporting Private Sector business to start glass waste recycling at HPLS. Quarterly Waste Wheel data collection completed.
32	ENRD	Waste Management	Reduction in waste sent to landfill	Benchmarking	5%	15%	Glass waste put into land fill has reduced.		↔	report on annually	Energy Use - Plans for SHG energy audit delayed. Potential Climate Change investment opportunities being discussed as part of a longer term plan to address energy use issues.
33	ENRD	Energy Use	More efficient use of energy per head of population	Benchmarking	5%	10%	No bench mark data available, discussions regarding potential climate investment funding are ongoing.		↻	report on annually	Funding - Conservation Section awarded 100,000 Euros for trail upgrades and interpretation in the Peaks National Park from the European Commission's BEST 2.0 grant.
34	ENRD	Funding	Proportion of SHG Environmental Management Costs funded by Eco-tourism	Benchmarking	5%	10%	Proposals for eco tourism funding to be developed.		↻	report on annually	
35	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of people acknowledge within 1 working day		Suitable benchmark established (Linked to SPP)	100%		100% March		↑	report on wef Aug 2015	1 long outstanding issue relates to a drainage problem in HTH which is being taken up by the Health Protection Board.
36	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of jobs completed within 20 working days			80%		100% March		↑	report on wef Aug 2015	
37	Efficient, Effective and Open Government CPPU/IA	Governance % of significant governance issues are addressed annually	70% (2013/14)	85%	90%	100%	90% issues addressed Council Committee terms of reference are still to be finalised and the need for further discussion between the Chairpersons and the Acting Attorney has been flagged. It is hoped that this can be concluded within the next three months, noting that the AG's chambers is currently not up to full strength		↑		SHG Insurance Consultancy Contract signed with Marsh Ltd in March 2015. The scope of works include the development of SHG risk tolerance, insurable risk profile, insurance appetite and insurance costing and strategy. Data currently being collected from directorates to forward to Marsh for analysis. Information received from Marsh following the analysis of the data that we provided, points to SHG continuing to self insure given the high level premiums that would have to be paid. Discussions were held with DFID during the November 2015 Budgetary Aid Mission as to their views on the SHG being allowed to build it's own "insurance fund". A formal request will shortly be submitted to DFID but much will depend on availability of funding - (18 March 2016). The draft Terms of Reference are still with the Chairpersons of the Council Committees for endorsement.
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.	85%	90%	95%	100% of requests for info answered within time under the Code of Practice for Public Access to SHG Information. There were no requests for information during March		↑		One request still outstanding for January



REPORT ON KEY BAM AREAS PERIOD 12 (MARCH 2016)

No.	Area		Performance Report	RAG Status
1	Budget, MTEF and Finance	MTEF Cycle	The development of the St Helena Government recurrent budget for 2016/17 has followed the MTEF process and the Appropriation Bill 2016 was taken to Legislative Council in March 2016. The Bill was discussed and enacted in March following the timelines set out in the MTEF process.	Green
	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 Actual Income Tax collected for 2015/16 = £4,925K Favourable variance achieved of £306K for the year to date. Total Budget Customs Duty for 2015/16 = £5,444K Actual Customs Duty collected for 2015/16 = £5,505K Favourable variance achieved of £61K for the year to date.	Green
2	Statistical Data		Checking/follow up and initial processing of data from the 2016 Population and Housing Census continues. Backlog of routine statistical activities being addressing particularly relating to acquisition and collation of routine reports from SHG departments and private sector data providers. Renewed discussions regarding National Accounts strongly supported by senior managers and DfID.	Yellow
3	Social		As part of the plans commitment to the Sainsbury recommendations work was completed to increase BIP and IRB from the 1 st April 2016	Green



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No.	Area		Performance Report	RAG Status	
DAPM AREAS	4	Education	<p>Funding formula for staffing and financing schools: Work is underway in the 2016/17 budget to better track and evaluate costings and value for money in Lifelong Learning provision. This is one of the goals of the new Community College project, which will also involve improvements in data management for this sector.</p> <p>Teacher Training: 29 staff members are currently enrolled in Phase 1 of the new Teacher Upskilling project, the Cambridge Level 4 Certificate in Teaching and Learning. Phase 2, the Cambridge Level 5 Diploma in Teaching and Learning is in the development stage and is approximately 50% complete.</p> <p>Apprenticeships: There are currently 28 apprentices on the apprenticeship scheme in a number of private sector organisations and SHG Directorates, though there is demand from the business sector for more places. Demand from individuals has dropped off, largely due to the easy availability of employment opportunities. It is anticipated that demand will rise again after the current Year 11 students at PAS complete the school year.</p> <p>Labour Market Strategy: Extensive work is underway to ensure that the new Community College is response to the needs highlighted through the Training Needs Assessment. A formal partnership with ESH to provide upgraded hospitality apprenticeships is in development, and similar work is being planned in the construction sector.</p>		
	5	Capital Programme	Expenditure & Delivery	Total expenditure to date is at £6,749,652 of which DFID expenditure is at £3,838,717. Progress on Harpers 3 this month has been slower than anticipated due to the above average rainfall that has occurred, works are due to be completed at the end of May but this depends on the weather. 90% of the pipeline has been laid from Fishers Valley and all works are due to be completed in April. Works are continuing on the upgrading of the sewerage networks in HTH and Jamestown. Designs are being finalised for the Lab and Dispensary works which are due to go out for tender in April, these works will also include the fire alarm systems to be installed at the Hospital Admin Block. The contract for the Fire Alarm systems at PAS has been signed and materials have been ordered. Works are due to start on site at the end of April. The ITT has been advertised for consultants to undertake the works for Ruperts redevelopment and the R2 project. Consultants has submitted their tenders and this is currently being reviewed.	
		Capital Programme	Hospital	The Hospital refurbishment project is progressing well. Works on the first floor are completed, as have the critical elements of phase 1 & 2. Phase 3 works are due to be completed on the 1st April and will be handed over to the client soon after. Phase 4 works will start once Phase 3 works are completed. Due to further variations being issued under the project, the works will be completed in June, in effect closing the project. Small contracts are being issued to local contractors for works that has been identified by the Health staff and that was not identified during the tendering phase of the main contract.	
		Capital Programme	Prison & CBU	The clients requirements has changed for Barn View and it is preferred to have more buildings on the site at Cape Villa. Safeguarding has submitted a bid for prioritisation in 2016/17. The remediation works to the existing Barn View building is completed. The Sundale Prison Project has taken a different direction moving from an internal project to an external project. A purchase order has been issued to Faithful and Gould to deliver Riba stages 0-1. The report for these works will be received in April.	



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No.	Area		Performance Report	RAG Status
	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 31 March 2016 was 809.2 representing 17.2% 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	Actual expenditure against budget as at 31 March 2016 shows an overspend of approximately £17k (3%). Actual YTD expenditure against budget as at 31 March 2016 shows an underspend of approximately £7k (0%). No variance explanations have been given; due to reported variances being insignificant.	Red
8	Economic Development	Recurrent Expenditure	ESH's provisional recurrent expenditure for the year ended March is showing an over spend of £90k. This was due to ESH Board allowing ESH to utilise the Retained Surplus for Tourism Capital Projects.	Red
	Economic Development	Milestones	Recruitment and movement of Key Staff ESH is currently finalising the recruitment for the post of Director of Commercial Development and Enterprise. The Business Advisor has tendered her resignation effective 31 March 2016 - recruitment for this post will commence once the new Director is in post. ESH recently advertised for an interim Private Sector Development Manager to cover whilst the substantive post holder takes a career break in order to finalise Post Graduate studies in the UK. This successful candidate will be in post by 2 May.	Green



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 £3,838,717 capital spend at end of March 2016.	
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 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 was launched in 2015 and has attracted some offshore interest. ESH is working with these parties.	
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%)	

RISKS

SHG RISK REPORT PERIOD 12 (MARCH 2016)

NO	Directorate/ Department	Risk	Risk Mitigation	Performance Report	RAG Status after mitigation
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	DAP	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 Data currently being collected



Performance Maintaining



Performance Worsening