



# **St Helena Government**

## **PERFORMANCE REPORT**

**FOR PERIOD 5 - AUGUST 2015**  
**FINANCIAL YEAR ENDING 31 MARCH 2016**

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## Overview of Performance for August 2015

### Introduction

August was a very busy month for the Island as preparations continued for calibration flights. Elsewhere SATs results provided encouragement while GCSE results were lower than anticipated. SHG launched Report it Sort It and 23 matters were reported, of which 80% were dealt within 20 days. Visitor numbers continue to increase and a new Better Life Policy was introduced to support disabled people. Preventative work around obesity in children has started, while smoking remains a significant risk to the health of the Island. The Police continue to have a high detection rate and this is reflected in YTD sexual offences being 26, 11 above target. Revenue collection continues to be favourable.

### Summary of Key Performance Indicators

Some of the headlines for August reporting are as follows:

- Reported Sexual Offences above target
- Report It – Sort It kicks off with 80% of jobs completed in 20 days
- Public transport - 5049 tickets sold for first quarter April -June 2015
- Visitor numbers up 37% compared to last year
- Better Life Policy introduced
- Early identification of obese babies commences
- Smoking statistics continue to be of concern
- Electricity disruptions totaled 16
- Encouraging SATS results
- GCSE results below expectations.
- Domestic violence detection rate over 100%
- Favorable variance has been achieved on our income tax and customs duty to date.

### Committments given during BAM

For August SHG Headcount remains above target.

A favourable variance of £148k has been achieved on our Income Tax and Customs Duty budget for year to date.

The Statistics team continue to move forward for the Census 2016 and there has been planning for a School's Census Project.

In regards to some of the Capital Programme Projects, external works on the Government Landlord Flats are advancing, and nearing completion. Designs are being finalised for the new Prison and Fire Station, also the contract for strip out works on the Prison have been signed and work is progressing on site.

The contract for the Gym relocation will be signed in September and the incinerator and hazardous waste cell is completed and operational.

## Corporate Risk Management

A new Corporate Risk Register, incorporating strategic and island wide risks remains under development, but progressing.

## Summary of Financial Performance

Total budgeted revenue for the first five months of this financial year was £12,202K. Actual revenue collected for this period was £12,482K. This represents an over collection of £280K, which is a favourable variance of 2.3% against expected revenue for this period.

Total budgeted expenditure for the same period was £13,041K. Actual expenditure for this period was £12,562K. This is an under spend of £479K, which is a favourable variance of 3.7% against expected expenditure for this period.

The overall movement on the Consolidated Fund to date is a decrease of £79K.

## Key Revenue and Expenditure Variances

As previously reported a favourable variance has been achieved on Income Tax and Customs Duty collected of £214K. This is primarily due to an over collection in Income Tax PAYE and Customs duty on alcohol and other.

A favourable expenditure variance has been achieved on the shipping subsidy of £637K as a result of decreased running costs and increased passenger and freight revenues.

An adverse expenditure variance is reported on TC expenditure which is mainly due to a number of posts not budgeted for recruitment in this period.

## Capital Programme

The Capital Programme is made up of a number of projects, varying in nature and size. The programme is monitored by the Programme Management Unit who report on the key milestones and spend profile.

The total spend on the Capital Programme to date is £598K.

Testing equipment for the coastal study has been installed for the Sewerage projects. SHG Property projects are continuing to progress well.

The remediation works to the existing Barn View is due for completion in September. Works to the Hospital are progressing as planned and the external works to the Government Landlord flats are on track.

The contract has been signed for the Gym to be relocated to the HTH Community Centre from AVEC and works have started on site. The strip out works for the Prison are progressing well and due for completion in October.





## SHG KEY PERFORMANCE INDICATOR REPORT PERIOD 5 (AUGUST 2015)

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Rationale for Indicator	Benchmark	Target 2015/16	Target 2016/17	Performance Report	RAG Status	Direction of Travel	Notes	Overall Brief Monthly Commentary on Progress/events
1	Economic Development Finance	Self-sufficiency % of budget from local revenue	Sustainable economic growth that benefits everyone, enabling social and environmental development	33% (2013/14)	40%	TBD			⊘	report on annually	
2	Economic Development Human Resources	SHG Footprint % of resident population employed by SHG		Headcount = 790 Population = 4,595 17% (2013/14)	17%	TBD	Headcount as at 31 August 2015 was 804.6 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 31 August 2015 was 804.6 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%			⊘	report on 6 monthly	Nothing further to add by way of progress for August, should have an update by end of second quarter (September)
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)	31 two year olds, 93.5% of the total population	100%	100%	42 infants up to date with primary course of immunization at the age of 2 years in August.		↔		Vaccination Coverage: Mother and baby clinics continue with good uptake. Obesity: All babies are weighed and measured at clinic pre-immunisation, which has enabled us to identify newly obese babies, however, no new obese infants were identified during the month of August. Two nurses are currently off island and in view of this, there has been no Occupational Service during the month of August. In addition, there has been a reduced physiotherapy service due to the substantive Physiotherapist being off island. In view of this, the service is currently being run on a basic level under management of the Physiotherapist Assistant.	
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 with BMI status recorded on EMIS = 3137 BMI Females= 1658 BMI Males= 1479 Population of Adults screened for obesity during the month of August totaled: 316 (161 females and 155 males) 155 patients registered obese and over BMI between 30 - 34.9 = 88 BMI between 35 - 39 = 44 BMI 40+ = 23 Total Population of Infant/child registered on EMIS = 649 Population of Infant/child screened during month of August = 42 NEW in August 42- under 2 years old weighed. 5 Infants identified New Obese 0 Girls - 0 boys between ages 0 - 2 years old. (with centile greater than 98 WHO charts).		↔	Diabetes: We are currently running a depleted service due to two nurses being off island. Mental Healthcare: At present we are unable to implement awareness/prevention/intervention programmes as there is currently only one CPN. One patient remains in hospital and while this patient is responding there is still a crises when the patient becomes agitated and subsequently aggressive. This patient is therefore under daily review by the CPN. Arrival of the second CPN (child) is currently awaited. Plans for a dedicated treatment room is to be re-evaluated due to a current lack of facilities and space to accommodate extra staff/roll out future programmes and accommodate specialist visits. The Psychologist has now left the island, however, the relevant accredited training programme has been rolled out to community nurses in Mental Health First Aid. Smoking: We are currently unable to obtain specific data in relation to this, due specifically to inappropriate READ codes. The EMIS Consultant is, however, due to arrive on island on or about 9th September 2015. His work will aim to improve both data searches and collection. Smoking cessation advice has commenced as part of the normal 'nurse led' clinics.	

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8	Health & Wellbeing	Diabetes % of diabetics with HbA1C ≤ 7.5 on their last test. Number of patients admitted with a diabetes related complication	Improved Life quality with healthy lifestyles promoted	EMIS Population 3034, Diabetic Population 693, 693/3034 = 22.8%	55% EMIS status	65% EMIS status	69 diabetic patients had HbA1c screening in August : Female = 46 Male =23  HbA1c lesser than 7.5 = 36 Females: 27 Males: 9 HbA1c greater than 7.5 = 33 Females: 12 Males: 6 <b>HbA1C RESULTS ACCORDING TO AGE GROUPS:</b> 15-24 years = 1 female 25-34 years <7.0 = female (0) male (1) HbA1C between (7 - 8.0) = female (0) Male 0 between (8-10.0) = female 1 Male 0 Female 0 Male 0 35 - 44 years <7.0 female 0 male 0 between (7 - 8.0) female 0 Male 0 HbA1C between (8 - 10.0) female 0 Male 1 HbA1C >10 female 0 male 0 45 - 54 years <7.0 female 0 male 0 HbA1C between (7.0 - 8.0) female 2 male 0 HbA1C between (8 - 10.0) females 4 males 0 HbA1C >10 female 3 male 3 55 - 64 years <7.0 females 7 male 0 HbA1C between (7 - 8.0) females 3 male 2 HbA1C (8 - 10.0) females 2 male 0 HbA1C >10 female 1 male 1 65 + years <7.0 females 2 male 11 HbA1C between (7 - 8.0) females 5 male 4 HbA1C between (8.0 - 10.0) females 3 male 6 HbA1C >10.0 female 3 male 4  HbA1C new diabetics 3		↔		
	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 August		↔		
	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 August = 629 Females = 298 Males = 331 4 patients offered counselling and NRT (2 females 2 males)		↔		
11	Education	Primary Education % of pupils achieving level 4+	Standards of Education are in line with those achieved in the UK	Reading 54% Writing 68% Maths 55%	Reading 75% Writing 75% Maths 75% Spelling, Punctuation and Grammar 50%	Reading 80% Writing 80% Maths 80% Spelling, Punctuation and Grammar 55%	Reading 78% Spelling, Punctuation and Grammar 59% Mathematics 48% Writing 50%		↔		Primary Education: In the Key Stage 2 primary assessments, Year 6 students sat UK SATs in three areas: Reading, Spelling, Punctuation and Grammar; and Mathematics. In addition, moderated assessments were set locally in Writing and Science. The outcomes from these assessments are reported in levels, with Year 6 students expected to attain Level 4 or better in each area. The school, assisted by the Directorate, is working to immediately implement an intervention plan to assess areas for improvement and to improve monitoring and mentoring activities to ensure that performance issues in these subjects are immediately addressed. The underlying message from the outcomes of Key Stage 2 primary assessments (the 'SATs') is very encouraging. Performance is up sharply in Reading with Year 6 students actually exceeding the results predicted by their aptitude scores. Performance in the Spelling, Punctuation and Grammar assessment was also significantly better than last year. Mathematics scores also improved, though to a much smaller degree.  Secondary Education: GCSE results from PAS were very much below predictions this year, almost entirely due to underperformance in two key subjects, English and Maths. The overall target for 5 A-C grades including English and Maths was set at the start of the academic year at 42% supported by the available prior attainment (SAT) and student ability (CAT) data and this was supported from results students gained in their mock examinations and from the working at grades presented by the subject teachers leading up to the examinations. The outcomes for Maths and English were very significantly below predicted levels, though performance in other subject areas seemed to meet and in some cases exceed predictions. As the headline figure for exam results is 5 A* - C passes including English and Maths, the overall outcome figure was severely depressed.
	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 - C 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		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.	August 2015: 86 Year to date 714 Stay over visitors, a 37% 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.

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	
KPIs	15	Transport Access Office	Air Access is achieved	People and goods able to move to and around the Island flexibly, safely and cost effectively	The construction of the airport is well advanced and delivering certification and operational readiness is priority	Air access certification achieved	St Helena is operationally ready and welcomes international commercial flights	Edward Jerrard was appointed Airport Contract Manager in July 2015 and will work remotely until he arrives on island on 4 September 2015. RFFS and Sea Rescue training was successfully completed. ASSI Aerodrome Inspector, Jusin Rothwell arrived on island. He will test various aspects and once satisfy will give approval for the Aeronautical Study on temporary use of the runway for calibration flights (only). Preparation for calibration flights are being finalised as this is due to take place in September. Work on Certification continues.		↑	Edward Jerrard was appointed Airport Contract Manager in July 2015 and will work remotely until he arrives on island on 4 September 2015. RFFS and Sea Rescue training was successfully completed. ASSI Aerodrome Inspector, Jusin Rothwell arrived on island. He will test various aspects and once satisfy will give approval for the Aeronautical Study on temporary use of the runway for calibration flights (only). Preparation for calibration flights are being finalised as this is due to take place in September. Work on Certification continues.	
	16	Transport Corporate Support (Carol)	Number of people using public transport		18070 tickets sold (2013/14)	A further 10% increase through additional measures such as park and ride schemes (21864 tickets)	A further 10% increase with services tailored around tourism and improved routes to meet local demand	5049 tickets sold April -June 2015		↔	data reported on Quarterly	Negotiations have taken place with both tenderers during August, including revising timetables for the public transport service to take account of the fact that the bidder was not able to offer the full service set out in the Invitation To Tender. Both the school bus contract and the public transport contract were extended until the end of September to allow further discussions with tenderers.
	17	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%	August = 27.08%		↑		Sustainability: CCC solar was commissioned at end of August and is now operational. Reliability: Electricity disruptions for August totaled 16, YTD 57. 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.
	18	UTILITIES Connect STH	Reliability Unplanned electricity interruptions per annum		134 (13/14)	65	35	August = 16 faults		↔		
	19	UTILITIES Connect STH	Water % of customers with access to treated and tested water		90%	93%	100%	August = 90%		↔		
	20	UTILITIES SURE/SHG Economist	Communications % of households with internet connections		56.3% (2013/14)	65.8%	70.8%			⊘	report on annually	
	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 2014 survey and audit was the first of its kind on St Helena and provided an insight into a very wide range of tenants' experience and a benchmark for future surveys. As a followup, 130 tenants have been interviewed to date and if tenants of sheltered housing are excluded this amounts to a 73% sample, which is very high and achieves an estimated accuracy of plus or minus 5% as recommended by Ipsos MORI (Capturing Better Information on Tenant Satisfaction, 2011). Over half of tenants (51%) rate the condition of their home as poor. 18% rate it as good and 6% as excellent. 18% rate the response to repairs requests as poor, 26% as fair, 42% as good and 13% as excellent. The audit results indicate that 7% of tenants have two more bedrooms than they need and that 11% have one more than they need. Several tenants told us that an extra bedroom was often needed for relatives coming back from working abroad, though some had been away for many years. 65% of tenants have the right number of bedrooms for their household size, but 17% are overcrowded.
	22	Community & Housing Socio-Economist	Social Policy Plan % of actions from SPP Implementation Plan completed		33 actions in the SPP Implementation Plan	90%	100%	With the exception of one area, the majority of areas have commenced and the recent introduction of the Better Life Policy and commissioning NGOs are examples to highlight the progress to date. Creative St Helena and the Education Directorate are developing a Cultural Committee.		↑		With the exception of one area, the majority of areas have commenced and the recent introduction of the Better Life Policy and commissioning NGOs are examples to highlight the progress to date. Creative St Helena and the Education Directorate are developing a Cultural Committee.
	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 to establish the Commission has been drafted and is with the AG's Office,		↔		The Human Rights Office has seen an increase in referrals since its relocation. August 2015 saw a further 5 individuals seeking help/advice bringing the total up to 40. The Legislation for the Commission went to Legco on 8 July and was passed without amendment. Commissioners names have been put forward
24	Security Police	Reducing Overall Crime	People are living in a secure	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)		↑		Overall Crime: August 2015 showed a decrease in crime against last month and the same month last year. However the level was slightly above target by 2 crimes. The performance against the YTD remains above target at +31. On this current trend YTD offences would be 278 - this does reflect a slowing in the upward trend of recent months.	
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)		↑			



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
26	Security Police	Improve Public Safety, Protect children and the vulnerable working with Partners, Volunteers and Stakeholders	and safe environment	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 2015 - 4 (0% Detection)      June 2015 - 1 (100% detection) August 2015 - 1 (119% detection)      July		↑		Domestic Abuse Offences/Sex Related Offences: As a result of a long term investigation a male has been charged with 37 offences, this is reflected in the high detection rate. The YTD figure of sexual offences is 26, which is 11 above target.  Disaster Management: This is complete and the objective has been revised and now sits with the resilience forum.
28	Security Safeguarding	% of referrals having initial assessments within 14-30 days			40%	40%	June - 20%      July - 15%      August - 15%		↔	report on wef June 2015	Following arrivals in July and August, the children's social care team is now in place outside of a CSA counsellor (recruited but awaiting arrival). The safe haven has progressed to Planning. Adults servicing is still developing and some key arrivals are anticipated between now and Christmas. A further exposure visit for a local officer is planned for early in the New Year.
29	Security Safeguarding	% of adult clients receiving 1-1 work			50%	70%	June - 6%      July - 7%      August - 10%		↔	report on wef June 2015	
30	ENRD	Plants and Wildlife Health of Marine and Terrestrial Habitats	Our Island, Our Environment, Our Responsibility	Benchmark needs establishing October 2015 – selection of indicative habitats March 2016 – completion of first benchmark surveys	Little or no change	Improving			⊘	report on annually	
31	ENRD	Water Quality Maintaining good water quality		Benchmark needs establishing June 2016 - Procurement of Equipment. Receipt on island. September 2015 - Training March 2016 - 6 months monitoring data	Little or no change	Improving			⊘	report on annually	Plants and wildlife. 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) - All equipment ordered has now been received on Island. Contract with AECOM was signed in mid August and production of the field manual has started along with preparations for the training visit, which due to difficulty in securing flights will now not happen in September, confirmation of when this will take place is expected shortly.  Waste management - Hazardous waste cell infiltration validation test completed and works re-started for completing in August. Incinerator arrived on island and installed in compound on landfill. Macrotec engineer arriving on 8th August to commission incinerator and conduct training.
32	ENRD	Waste Management		Reduction in waste sent to landfill	5%	15%			⊘	report on annually	Funding - BEST 2.0 and Darwin Plus funding applications under consideration, for submission in September and October 2015.
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%				↔	report on wef Aug 2015	To date a total of 23 'Report It Sort It' matters have been reported. Majority of these related 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. 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
36	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of jobs completed within 20 working days			80%		80%		↑	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%	zero requests received in August 2015		↔		Zero requests received in August 2015 under the Code of Practice for Public Access to SHG Information

## REPORT ON KEY BAM AREAS PERIOD 5 (AUGUST 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.	
	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 - August 2015) = £1,381K Actual Income Tax collected (April - August 2015) = £1,452K Favourable variance achieved of £71K for the year to date.  Total Budget Customs Duty for 2015/16 = £5,444K Budget Customs Duty (April - August 2015) = £1,817K Actual Customs Duty (April - August 2015) = £1,894K Favourable variance of £77K for the year to date.	
2	Statistical Data		<ol style="list-style-type: none"> <li>1) Progressing with improvements to routine data collection.</li> <li>2) Collaborating with Customs to improve collation and accessibility of trade data</li> <li>3) Consultation for topics for Census 2016</li> <li>4) Progressing of Housing Frame project</li> <li>5) Planning of schools Census project</li> </ol>	
3	Social		With the exception of one area of the SPP (housing) majority of areas have commenced and the recent introduction of the Better Life Policy and commissioning NGOs are examples to highlight the progress to date.	
4	Education		<p><b>Funding formula for staffing and financing schools:</b> 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><b>Teacher Training:</b> 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><b>Apprenticeships:</b> 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><b>Labour Market Strategy:</b> 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>	

## REPORT ON KEY BAM AREAS PERIOD 5 (AUGUST 2015)

No.	Area		Performance Report	RAG Status
5	Capital Programme	Expenditure & Delivery	Total expenditure to date is at £597,862 of which DFID expenditure is at £411,620. Works are progressing on the Generator room at Levelwood and approval is being awaited for the upgrade of the Generator Room at Chubb's Spring. Testing equipment has been put in place for a coastal study to be completed for the sewerage projects. Some small works have started on the upgrading of the sewerage networks in Jamestown and HTH. The External works to the Government Landlord Flats are progressing well, and are nearing completion. Designs are being finalised for the new Fire Station and Prison. The contract for the strip out works on the New Prison has been signed and works are progressing on site. The contract for the Gym relocating from AVEC to the HTH Community Centre will be signed in September. The incinerator and hazardous waste cell is completed and operational.	Green
	Capital Programme	Hospital	Works are progressing on the Hospital contract and they are currently on schedule to complete works in January.	Yellow
	Capital Programme	Prison & CBU	Works continue on the Safeguarding Office at the back of Ebony View and it is hope these works will be completed soon. A project board has been established for Barn View and plans and tender documentation is currently being prepared. The remediation works to the existing Barn View building are also progressing well and are due for completion in September. The contract for the strip out works for HM Prison has been signed and works are progressing on site. The design team, of ENRD are still reviewing the detailed designs for the build contract. 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 31 August 2015 was 804.6 representing 17.4% of resident population employed by SHG based on Q2 average resident population figure for 2015/16.	Red
7	Technical Co-Operation	Technical Co-operation expenditure	Actual expenditure against budget as at 31 August 2015 shows an overspend of approximately £60k (11%). This is mainly due to unscheduled recruitment costs not anticipated for period for MO's, DO, SCN & CI. Also, payment to Marsh consultancy on options for indemnity cover, which was not budgeted for.  Actual YTD expenditure against budget as at 31 August 2015 shows an overspend of approximately £258k (9%), which is mainly due to MTL costs paid earlier than anticipated for period for SG, CoP, PSerg, CEED. Also, an overlap in Economist role, EoC costs paid earlier than anticipated for HoEMD and additional recruitment activities.	Yellow
8	Economic Development	Recurrent Expenditure	ESH recurrent expenditure for the period ended August is showing an under spend of £61k as there were some invoices scheduled for August which were received in the previous month. Our actual spend to date is 79% against budget.	Yellow
	Economic Development	Milestones	Recruitment and movement of Key Staff The CEED returned from overseas leave at the end of August. Mr Chris Pickard has been selected for the Director of Tourism position and will take up this post in October. Michelle Yon, Director of Resources is currently on overseas leave.	Green

## SHG RISK REPORT PERIOD 5 (AUGUST 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 £411,620 capital spend at end of August 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 5 (AUGUST 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.	<p>SHG remains committed to divesting non-core functions. A realistic timeframe for further divestments is currently being considered by the SHG Procurement Board and will need to take 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.</p> <p>The following functions are currently being considered for divestment:</p> <ul style="list-style-type: none"> <li>- Government Garage</li> <li>- Community Based Housing Association</li> <li>- Pest Control</li> <li>- Solid Waste</li> <li>- Sanitary Services</li> </ul>	
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**

- |   |  |
|---|--|
| <p> Performance Improving</p> <p> Performance Maintaining</p> | <p> Performance Data currently being collected</p> <p> Performance Worsening</p> |
|---|--|



# St Helena Government

## PERIOD 5 (AUGUST 2015)

### CLOSING BALANCE

	31 August 2015	31 March 2015
	£	£
<b>Buildings</b>	23,574,849	23,574,849
<b>Infrastructure</b>	8,400,320	8,400,320
<b>Plant, Machinery &amp; Equipment</b>	4,257,191	4,245,435
<b>IT Networks &amp; Equipment</b>	519,104	519,104
<b>Assets Under Construction</b>	180,346,584	180,326,014
<b>NET FIXED ASSETS</b>	<b>217,098,048</b>	<b>217,065,722</b>
<b>OTHER ASSETS</b>		
Housing Loans	301,863	324,968
<b>TOTAL OTHER ASSETS</b>	<b>301,863</b>	<b>324,968</b>
<b>CURRENT ASSETS</b>		
Cash	593,215	993,429
Bank Accounts	329,189	(1,681,934)
Short-term Investments	2,819,860	7,988,878
Prepayments	944,258	774,976
Debtors	2,428,931	1,373,953
Accrued Income	1,955,603	769,847
Stock	838,292	838,292
Suspense Accounts	(73,576)	751
<b>TOTAL CURRENT ASSETS</b>	<b>9,835,772</b>	<b>11,058,192</b>
<b>CURRENT LIABILITIES</b>		
Creditors	143,317	601,234
Accruals	1,286,188	2,647,962
Income received in advance	117,213	144,025
Income Tax received in advance	1,025,759	709,816
Advance Accounts	117,492	113,539
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,689,969</b>	<b>4,216,576</b>
<b>LONG TERM LIABILITIES</b>		
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	1,501,391	1,528,393
<b>TOTAL LONG TERM LIABILITIES</b>	<b>40,383,933</b>	<b>40,398,331</b>
<b>NET ASSETS</b>	<b>184,161,781</b>	<b>183,833,975</b>
<b>RESERVES</b>		
Reserves and Funds	181,521,200	181,509,088
Unposted Profit/(Loss)	2,640,581	2,324,887
<b>TOTAL RESERVES</b>	<b>184,161,781</b>	<b>183,833,975</b>





# St Helena Government

## MOVEMENT ON FUNDS REPORT PERIOD 5 (AUGUST 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			
	YEAR TO DATE			FULL YEAR
	Actual	Budget	Variance	Original Budget
	90,361	81,805	8,556	208,000
	0	0	0	0
	0	0	0	0
	150,661	138,823	11,838	271,000
	3,476,124	3,229,556	246,568	10,150,000
	7,027,171	6,998,750	28,421	17,162,000
	0	0	0	0
	0	0	0	0
	1,116,250	1,116,250	0	2,684,000
	110,516	106,980	3,536	257,000
	274,198	272,384	1,814	704,000
	207,359	222,352	(14,993)	557,000
	29,472	34,850	(5,378)	84,000
	<b>12,482,112</b>	<b>12,201,750</b>	<b>280,362</b>	<b>32,077,000</b>

	EXPENDITURE			
	YEAR TO DATE			FULL YEAR
	Actual	Budget	Variance	Original Budget
	547,945	556,633	8,688	1,238,000
	131,280	116,213	(15,067)	408,000
	3,133,547	2,875,871	(257,676)	6,735,000
	465,910	509,468	43,558	1,199,000
	416,702	377,380	(39,322)	954,000
	948,340	934,192	(14,148)	2,831,000
	458,333	458,333	0	1,100,000
	1,383,413	1,435,237	51,824	3,515,000
	729,432	1,366,435	637,003	2,684,000
	960,497	952,820	(7,677)	2,544,000
	1,355,737	1,345,511	(10,226)	3,316,000
	1,143,809	1,147,784	3,975	2,938,000
	886,626	965,101	78,475	2,615,000
	<b>12,561,571</b>	<b>13,040,978</b>	<b>479,407</b>	<b>32,077,000</b>

	SURPLUS/(DEFICIT)			
	YEAR TO DATE			FULL YEAR
	Actual	Budget	Variance	Original Budget
	(457,584)	(474,828)	17,244	(1,030,000)
	(131,280)	(116,213)	(15,067)	(408,000)
	(3,133,547)	(2,875,871)	(257,676)	(6,735,000)
	(315,249)	(370,645)	55,396	(928,000)
	3,059,422	2,852,176	207,246	9,196,000
	6,078,831	6,064,558	14,273	14,331,000
	(458,333)	(458,333)	0	(1,100,000)
	(1,383,413)	(1,435,237)	51,824	(3,515,000)
	386,818	(250,185)	637,003	0
	(849,981)	(845,840)	(4,141)	(2,287,000)
	(1,081,539)	(1,073,127)	(8,412)	(2,612,000)
	(936,450)	(925,432)	(11,018)	(2,381,000)
	(857,154)	(930,251)	73,097	(2,531,000)
	<b>(79,459)</b>	<b>(839,228)</b>	<b>759,769</b>	<b>0</b>

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

	392,263	334,332	57,931	765,000
	214,584	208,712	5,872	511,000
	10,500	66,500	(56,000)	301,000
	124,317	125,321	(1,004)	301,000
	<b>741,664</b>	<b>734,865</b>	<b>6,799</b>	<b>1,878,000</b>

	174,717	244,984	70,267	572,000
	169,976	201,585	31,609	473,000
	43,542	92,380	48,838	261,000
	174,150	150,196	(23,954)	280,000
	<b>562,385</b>	<b>689,145</b>	<b>126,760</b>	<b>1,586,000</b>

	217,546	89,348	128,198	193,000
	44,608	7,127	37,481	38,000
	(33,042)	(25,880)	(7,162)	40,000
	(49,833)	(24,875)	(24,958)	21,000
	<b>179,279</b>	<b>45,720</b>	<b>133,559</b>	<b>292,000</b>



# St Helena Government

## ANALYSIS OF REVENUE REPORT PERIOD 5 (AUGUST 2015)

	REVENUE			FULL YEAR Original Budget
	YEAR TO DATE		Variance	
	Actual	Budget		
Taxes - PAYE	1,298,095	1,213,161	84,934	3,118,000
Taxes - Self Employed	0	0	0	175,000
Corporation Tax	0	0	0	872,000
Goods & Services Tax	174,529	167,495	7,034	384,000
Taxes - Withholding Tax	263	0	263	70,000
Customs - Other	1,064,649	825,000	239,649	2,160,000
Customs - Alcohol	471,251	432,000	39,251	1,053,000
Customs - Tobacco	274,598	342,000	(67,402)	952,000
Customs - Petrol	73,295	95,500	(22,205)	382,000
Customs - Diesel	(21,167)	20,500	(41,667)	664,000
Customs - Liquor Duty	9,753	12,900	(3,147)	31,000
Customs - Excise Duty	66,631	89,000	(22,369)	202,000
<b>Taxes</b>	<b>3,411,897</b>	<b>3,197,556</b>	<b>214,341</b>	<b>10,063,000</b>
Stamp Duty	15,774	17,176	(1,402)	42,000
Dog License	3,055	2,152	903	7,000
Firearm License	2,716	2,330	386	7,000
Liquor License	500	0	500	8,000
Road Traffic License	68,721	66,972	1,749	157,000
Gaming machines License	0	0	0	3,000
Other Licenses & Duty	455	800	(345)	3,000
<b>Duty &amp; Licenses Received</b>	<b>91,221</b>	<b>89,430</b>	<b>1,791</b>	<b>227,000</b>
Court Fees & Fines	12,549	5,000	7,549	12,000
Light Dues	6,266	0	6,266	0
Cranage	10	0	10	0
Dental Fees	12,445	5,735	6,710	14,000
Fees of Office	10,147	0	10,147	0
Medical & Hospital	78,773	72,905	5,868	175,000
Trade Marks	4,421	2,915	1,506	7,000
Post Office charges	399	1,550	(1,151)	5,000
Meat Inspection Fees	2,564	6,880	(4,316)	16,000
Vet Services	9,074	4,790	4,284	12,000
Birth, Marriage & Death Fees	1,379	1,450	(71)	4,000
Land Registration fees	3,626	4,181	(555)	11,000
Spraying fees	1,066	1,050	16	4,000
Immigration Fees	69,467	59,358	10,109	84,000
Fish & Food Testing	2,520	13,750	(11,230)	12,000
Planning Fees	7,465	5,000	2,465	33,000
GIS Fees	4,162	7,085	(2,923)	3,000
Company Registration Fees	371	1,450	(1,079)	17,000
Other Fees	509	5,800	(5,291)	1,000
<b>Fines &amp; Fees Received</b>	<b>227,213</b>	<b>198,899</b>	<b>28,314</b>	<b>410,000</b>
Agricultural Gardens	8,214	0	8,214	6,000
Leased House Plots	7,746	7,730	16	14,000
Home to Duty Transport	7,913	4,080	3,833	10,000
Commercial Property Rents	16,330	15,224	1,106	0
Misc Receipts	56,527	45,816	10,711	159,000
Agricultural Buildings	3,303	5,940	(2,637)	7,000
<b>Government Rents</b>	<b>100,033</b>	<b>78,790</b>	<b>21,243</b>	<b>196,000</b>
Stamp Sales( Postal)	9,911	13,000	(3,089)	34,000
Stamp Sales( Philatelic)	4,861	11,000	(6,139)	25,000



Sale of Firewood	5,671	4,135	1,536	10,000
Sale of Timber Logs	0	0	0	2,000
Sale of Govt Publications	58	0	58	0
Other Earnings received	434	380	54	1,000
<b>Earnings Government Departments</b>	<b>20,935</b>	<b>28,515</b>	<b>(7,580)</b>	<b>72,000</b>
Other Income received	1,047	1,560	(513)	54,000
<b>Income Received</b>	<b>1,047</b>	<b>1,560</b>	<b>(513)</b>	<b>54,000</b>
Commission	854	0	854	0
Interest	19,231	20,000	(769)	50,000
Currency Fund Surplus	0	0	0	250,000
Dividends	0	0	0	112,000
Argos	0	0	0	27,000
Grant-in-Aid	7,007,125	6,978,750	28,375	16,750,000
Shipping Subsidy	1,116,250	1,116,250	0	2,684,000
<b>Treasury Receipts</b>	<b>8,143,460</b>	<b>8,115,000</b>	<b>28,460</b>	<b>19,873,000</b>
Profit on Disposal of Assets	0	0	0	0
Proceeds from Sale of Stocks/Stores	0	0	0	0
<b>Other Income</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Recharges - Customs	18,958	0	18,958	0
Recharges - Other	467,348	492,000	(24,652)	1,182,000
<b>Recharges Received</b>	<b>486,306</b>	<b>492,000</b>	<b>(5,694)</b>	<b>1,182,000</b>
<b>TOTAL REVENUE</b>	<b>12,482,112</b>	<b>12,201,750</b>	<b>280,362</b>	<b>32,077,000</b>