



St Helena Government

PERFORMANCE REPORT

**FOR PERIOD 8 - NOVEMBER 2015
FINANCIAL YEAR ENDING 31 MARCH 2016**

Introduction and Overview
Key Performance Indicators
BAM Commitments
Corporate Risks
Balance Sheet
Monthly Directorate Income and Expenditure Report
Capital Expenditure
Analysis of Revenue
Capital Programme Milestones



Overview of Performance for November 2015

Introduction

November saw the DFID annual Budget Aid Mission take place with a number of positive discussions covering a wide range of areas. Particular focus was on healthcare, safeguarding, social housing and air access.

32.04% of energy produced was renewable. Mental Health remains a key priority and both the adult and children's CPNs have worked with a total of 80 cases during November.

The newly restored General's Apartments at Longwood House, comprising of two fully serviced en-suite bedrooms were officially opened during the Bicentenary events, bringing the total number of serviced en-suite accommodation available for this year up to 42.

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

Summary of Key Performance Indicators

Some of the headlines for November are as follows:

- * Positive Budget Aid Mission
- * Mental health services have supported 80 cases with three hospital admissions
- * Stay-over tourist visitors up 27% from the previous year
- * 3 November 2015 marked 4 years since signing of contract for St Helena Airport
- * Decrease in crime during November, but still above the YTD target
- * 32.04% of energy produced was renewable
- * Electricity disruptions increased to 10 for this month
- * 42 serviced en-suite rooms now available
- * 22% of social service referrals having had initial assessments within 14-30 days, with 11% of adult clients receiving one to one work.
- * SHG Headcount increased slightly from previous month

Committments given during BAM

For November, SHG Headcount has increased from 17.4% to 17.6%.

Small works ongoing on the upgrading of the sewerage networks in Jamestown and HTH. Works have being completed on Harris Flats. Designs are ongoing for the Fire Station and Prison and Hospital works continue to progress well.

TC expenditure is showing an overspend of approximately £70k (14%) for the month and approximately £323k (7%) year to date.

Corporate Risk Management

The Corporate Risk Register was circulated for mitigation progress to date as at end of November. Progress continues in most areas, although a few remain unchanged for this month's reporting period

Summary of Financial Performance

Total budgeted revenue for the year to date was £20,932K. Actual revenue collected for this period was £21,267K. This represents an over collection of £335K, which is a favorable variance of 1.6% against expected revenue for this period.

Total budgeted expenditure for the year to date was £20,998K. Actual expenditure for this period was £20,484K. This is an under spend of £514K, which is a favourable variance of 2.4% against expected expenditure for this period.

The overall movement on the Consolidated Fund to date is an increase of £783K.

Key Revenue and Expenditure Variances

As previously reported, a favorable variance of £111k has been achieved on Income Tax and Customs Duty collected. This is primarily due to an over collection in Income Tax PAYE and Customs duty on Ad Valorem and Alcohol.

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

The favorable expenditure variance on Shipping has been achieved through an underspend on the RMS St Helena shipping subsidy of £970K.

The Education Directorate is underspent by £93K YTD. This is primarily due to the delays in purchase orders for supplies.

The Safeguarding project is also underspent at this time but this is anticipated to be fully spent at the end of the Financial Year.

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

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

Capital Programme

The total spend on the Capital Programme to date is £4.1m.

The draft report has been received from the consultants for the Sewerage Works and a small contract has been awarded for the network upgrades.

The abstraction point at Lower Leggs has been completed and planning approval given for a tank at to be installed at Longwood , subject to mitigation measures.

The Hospital project is progressing, with the CAT scan and Radiology areas completed this month and the CAT scan and bed lift installed.

Works are progressing on Barn View and are due for completion in January. The external works on Government Landlord Housing are completed. The works to relocate the Gym will be completed in December. The tendering for the fire systems at the Hospital Admin Building has been extended to the end of December, and the tender for the Prince Andrew School fire system will also close in December .

SHG KEY PERFORMANCE INDICATOR REPORT PERIOD 8 (NOVEMBER 2015)

NO	Key Result Area - Directorate Responsible	Performance Indicator/ Risk Mitigation	Rationale for Indicator	Benchmark	Target 2015/16	Target 2016/17	Performance Report	RAG Status	Direction of Travel	Notes	Overall Brief Monthly Commentary on Progress/events
1	Economic Development Finance	Self-sufficiency % of budget from local revenue	Sustainable economic growth that benefits everyone, enabling social and environmental development	33% (2013/14)	40%	TBD			↻	report on annually	
2	Economic Development Human Resources	SHG Footprint % of resident population employed by SHG		Headcount = 790 Population = 4,595 17% (2013/14)	17%	TBD	Headcount as at 30 November 2015 was 803.4 representing 17.6% of resident population employed by SHG based on Q3 average resident population figure for 2015/16.		↔		The average resident population figure for Q3 of 2015/16 was 4548. SHG's headcount as at 30 November 2015 was 803.4 representing 17.6% of resident population currently employed by SHG.
3	Economic Development Statistics	Private Sector Expenditure (in National Accounts)		£15,584,000 (2011/12) £16,382,000 (2012/13)	£20,300,000	TBD			↻	report on annually	
4	Economic Development ENRD (ANR)	Agriculture Local Market share of like for like production		Meat 86% Vegetables 40%	Meat 90% Vegetables 55%	Meat 95% Vegetables 60%	For vegetables, sales figures of 34.6 tonnes from the key outlets suggests target is on track for achievement by March 2016. For Meat production, progress cannot be reported as livestock slaughter figures is still awaited for the 6 month period.		↔	report on 6 monthly	ANRD and ESH are working collaboratively to implement public/private agricultural partnership initiatives for 2015 to increase local production, particularly in those areas of production that can be improved in the short-medium term. This includes 1 poultry and 5 arable partnership initiatives in arable production. Opportunities for accessing ESH and ANRD support and training/upskilling assistance towards production of new arable and fruit products have also been advertised during the last quarter of the 6 month period with 14 expressions of interest made against the new production promotion initiative.
5	Economic Development ESH	Accommodation Available serviced rooms		39 rooms (2011/12)	90 rooms	TBD	2015/16 target revised to reflect planned developments in tourism accommodation.		↔		The newly restored General's Apartments at Longwood House which comprises two fully serviced en-suite bedrooms were officially open during the Bicentenary events adding to the island's stock of serviced accommodation, bringing this figure to 42 serviced en-suite rooms available during this FY.
6	Health & Wellbeing	Vaccination Coverage (Children at 2 years of age, up to date with vaccinations)	Improved Life quality with healthy lifestyles promoted	31 two year olds, 93.5% of the total population	100%	100%	EMIS population of 0 - 2 years old registered : 144 Infants received vaccination coverage in November : 25 under 2 year olds.		↔		Vaccination Coverage: There was a reduction in vaccination coverage during the month of November, due specifically to staff shortages within the Community Health Service. Obesity: Plans are in hand for the relocation of Community Nurses to their new base at the Half Tree Hollow Clinic, which is being renovated to include office accommodation etc. Work in relation to this is progressing well.
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 EMIS population of adults (> 18 years old) in November: 4104 November (> 18 years old) Patients weighed BMI recorded >20 = 107 November 2015 EMIS population of adult (>18 years) with a BMI >30 = 35 BMI >40 = 4 (25 female - 14 Males) BMI > 40 = 4 patients (2 males - 2 females) BMI >30 < 40 = 35 patients (23 females - 12 male) EMIS population Primary School age children age 4 years 11 months 30 days - 11 years 11 months 30 days : 377 4 children obese measured in November EMIS population Secondary School age children age 12 years - 18 years 11 months 30 days: 246 0 children obese in November November 2015 EMIS population of Centile value Infants 0 - 2 years 11 months 30 days: 0 >75 0 >90 in November.		↔	Diabetes: Due to the change of measurement of HbA1C on EMIS from DCCT% to IFCC measure - during the EMIS consultants visit - all HbA1C will now be reported using the IFCC measurement and then converted into the average blood glucose level. Mental Healthcare: There was a visit from Professor Robinson during the month of November, primarily to conduct a 1:1 patient assessment, review further treatment/determine a plan of action. Smoking: Brief intervention has been implemented in various Clinics during consultations. Whilst it was anticipated a Smoking Cessation Group would have commenced at Half Tree Hollow, this has not been possible due primarily to low staffing levels. The setting up of Smoking Cessation Groups will therefore be targeted early in the New Year.	
8	Health & Wellbeing	Diabetes % of diabetics with HBA1C ≤ 7.5 on their last test. Number of patients admitted with a diabetes related complication		EMIS Population 3034, Diabetic Population 693, 693/3034 = 22.8% 3.03% patients with HBA1C ≤7.5 and below. 3.75% patients above 7.5.	55% EMIS status 25% patients with HBA1C ≤7.5 and below 2% patients above 7.5.	65% EMIS status 35% patients with HBA1C ≤7.5 and below 1% patients above 7.5.	86 diabetic patients had HbA1c screening in October: HbA1c of 7.5 or less: 63 (73%) Year to date: 451 diabetics having check (66% of Diabetic population on EMIS, 688 on register) of which, HbA1C of 7.5 or less: 23 (57%)		↔		
9	Health & Wellbeing	Mental Healthcare Number of acute mental health admissions per year reduced due to better community support		1.55% Mental Health patients of total population. 5 Mental Health Admissions per year.	3 Mental Health Admissions per year.	2 Mental Health Admissions per year.	CPN ((Child & Adolescent) : 44 families seen. CPN (Adult) :36 mental health patients seen. Included within these figures were 3 hospital admissions. The relevant 1:1's continue and the management of 1 patient suffering from substance misuse. 1 mental health assessment was conducted and a total of 8 patients were reviewed by Professor Robinson.		↔		

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10	Health & Wellbeing	Smoking % of clients who have received counselling for smoking and who have stopped		Island population registered on EMIS 4776 Smoking status record 1773 1773/4776 = 37%	85% EMIS status 20% of smokers	95% EMIS status 15% of smokers	Smoking Status Registered on EMIS November = 1874 Smokers total registered on EMIS = 629 Smokers seen in November : 114 Patients received brief intervention and Nicotine Replacement Therapy in November : 3 patients		↔		
11	Education	Primary Education % of pupils achieving level 4+	Standards of Education are in line with those achieved in the UK	Reading 54% Writing 68% Maths 55%	Reading 75% Writing 75% Maths 75% Spelling, Punctuation and Grammar 50%	Reading 80% Writing 80% Maths 80% Spelling, Punctuation and Grammar 55%	Reading 78% Spelling, Punctuation and Grammar 59% Mathematics 48% Writing 50%		↔		Primary/Secondary Education: The Directorate is working with schools to improve the quality and use of data available to support improved attainment. New assessments are being introduced to help set targets and monitor progress in English and Maths, and testing commenced in October and continued through November. The need for primary students to complete all their testing at PAS has delayed the planned assessment agenda, with a decision having been taken to focus on CAT (Cognitive Abilities Test) and Maths and English testing in November/December. All the primary assessments in these areas have been completed. The much anticipated PASS (Pupil Attitudes to Self and School) survey has been deferred until January due to the need to manage the use of IT facilities at PAS. PASS testing for secondary students was undertaken by PAS. Analysis for all completed assessments will be done over the Christmas holiday.
12	Education	Secondary Education % of pupils achieving 5 GCSE A*-C including English and Maths		19% (2012)	65% (2016)	65% (2017)	o 5 A* - C including English and Maths 18% o 5 A* - C 29% o English A* - C 34% o Mathematics A* - C 24% o At least 1 pass A* - C 76% o At least 1 pass A- G 100%		↔		
13	Education	NEETS The number of young people not in education, employment or training		0 (2013)	0	0	0		↔		
14	Transport Statistics Office	Number of stay over tourist visitors to the island		2,527 (2012/13) 2,054 (2013/14)	28% growth (approx. 3,200 visitors)	Onset of air access – step change. Visitor predictions TBD once access provision is known.	November 2015: 191 Year to date 1,179 stay over visitors, a 27% increase from the previous financial year.		↑		
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.	Tuesday 3 November 2015, marked four years since the signing of the Design, Build and Operate contract between St Helena Government and Basil Read to build an Airport on St Helena. A large scale major incident exercise took place at St Helena Airport on Wednesday 4 November 2015, as part of the Airport certification audits. Fuel Management Contracts Manager, Michael Burke, visited the Island from 21 to 29 November 2015. On 18 November 2015 the two aircraft refueling vehicles were moved from temporary storage in Rupert's Valley to St Helena Airport. As per the recommendations arising from the calibration flights performed during September 2015, the DVOR and Localiser navigational aids were relocated. Current focus at Terminal Building is to complete the shop fronts, glazing, ceilings, flooring and other finishing's. Priming of the Airport parking area has been completed and surfacing of this and the precinct area has now commenced. The fencing of the Airport perimeter has been completed. The focus now is on completing the Restricted Zone fencing by December to ensure the separation of Landside from Airside to comply with security requirements. Erection of the Fire Water Storage Tank, Pump House and piping to the Airport Precinct for the firewater supply is in progress and is planned to be completed by the end of December 2015. 1026 Core-Loc units have so far been placed, out of 1488, and placement and casting of the crown wall is complete at the Permanent Wharf. The second Calibration flight is due to arrive on Sunday 13 December 2015.		↑	Tuesday 3 November 2015, marked four years since the signing of the Design, Build and Operate contract between St Helena Government and Basil Read to build an Airport on St Helena. A large scale major incident exercise took place at St Helena Airport on Wednesday 4 November 2015, as part of the Airport certification audits. Fuel Management Contracts Manager, Michael Burke, visited the Island from 21 to 29 November 2015. On 18 November 2015 the two aircraft refueling vehicles were moved from temporary storage in Rupert's Valley to St Helena Airport. As per the recommendations arising from the calibration flights performed during September 2015, the DVOR and Localiser navigational aids were relocated. Current focus at Terminal Building is to complete the shop fronts, glazing, ceilings, flooring and other finishing's. Priming of the Airport parking area has been completed and surfacing of this and the precinct area has now commenced. The fencing of the Airport perimeter has been completed. The focus now is on completing the Restricted Zone fencing by December to ensure the separation of Landside from Airside to comply with security requirements. Erection of the Fire Water Storage Tank, Pump House and piping to the Airport Precinct for the firewater supply is in progress and is planned to be completed by the end of December 2015. 1026 Core-Loc units have so far been placed, out of 1488, and placement and casting of the crown wall is complete at the Permanent Wharf. The second Calibration flight is due to arrive on Sunday 13 December 2015.	
16	Transport Corporate Support (Carol)	Number of people using public transport		18070 tickets sold (2013/14)	A further 10% increase through additional measures such as park and ride schemes (21864 tickets)	A further 10% increase with services tailored around tourism and improved routes to meet local demand	5049 tickets sold April -June 2015 4676 tickets sold July-September 2015		↔	data reported on Quarterly	The Procurement Adviser returned from overseas leave on 31 October. A presentation will be made to the Procurement Board on 3rd December, with a view to having the new contract in place wef 1 January 2016.
17	UTILITIES Connect STH	Sustainability % of total electricity produced by renewable sources		12.24%	40%	60%	October = 33.56% - This should have been reported as 34.43% November = 32.04%		↑		Sustainability: In October the reported renewable figure was 33.56% with an 8% solar record. This unfortunately excluded the contribution from the Princess Royal panels and should have been reported as 34.43% with 10% solar which is the highest renewable contribution ever. Reliability: Electricity disruptions for November = 10.
18	UTILITIES Connect STH	Reliability Unplanned electricity interruptions per annum	134 (13/14)	65	35	November = 10 faults		↔		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%	100%	November = 90%		↔			
20	UTILITIES SURE/SHG Economist	Communications % of households with internet connections	56.3% (2013/14)	65.8%	70.8%			⊘	report on annually		

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21	Community & Housing Housing	Increased community capacity through better informed and engaged residents	Strong, sustainable and empowered communities, supported by housing that meets peoples' needs	Customer satisfaction using 2014 survey as benchmark	By 2016 tenants should rate, on average: Quality of home - good Quality of Repairs – excellent Quality of communications – excellent Quality of immediate locality - good.					report on biannually due Oct 2016	A new Head of Property & Housing arrived towards the end of October. It is envisaged that in the new year he will implement a working strategy to address a number of service delivery issues.			
22	Community & Housing Socio-Economist	Social Policy Plan % of actions from SPP Implementation Plan completed		33 actions in the SPP Implementation Plan	90%	100%				↑		During the BAM visit NGOPs were presented to DFID and it is hoped that the cultural sector can continue to develop on the island. The Better Life Allowance was also introduced.		
23	Community & Housing Human Rights Office	Establishment of Human Rights Commission (HRC)		St Helena Human Rights Office established in April 2012. Funding for one full-time officer has been provided since April 2014.	Recruitment and training of Human Rights Commissioners	A fully functioning service for the provision of advice, monitoring and protection of Human Rights on St Helena		Commissioners undergoing initial training Case load building and work fully underway.			↑	The Commission is now established with 4 Commissioners and CEO (ex-officio Commissioner) appointed. Work has begun with 5 cases allocated to commissioner for investigation. Work progressing on several working groups.		
24	Security Police	Reducing Overall Crime	People are living in a secure and safe environment	Reduce overall crime	<225	<Total crime for 2015/16	June 2015 - 20 (75% detection) 2015 - 19 (279% detection) October 2015 - 10 (60% detection)			↑		Overall Crime: November 2015 shows a decrease in crime against last month, and continues a downward trend which started in August. 7 crimes is 10 below the monthly crime target, however the performance against the YTD remains above target at +9. Domestic Abuse Offences/Sex Related Offences: One sexual offence and no domestic abuse offences were reported this month		
25	Security Police	Improving Trust and Confidence in the Services Provided by the Directorate		Increase the reporting of Domestic Abuse offences/incidents	>33	>Total number of Domestic Offences/incidents for 2015/16	June 2015 - 3 (66% detection) August 2015 - 2 (100% detection) September 2015 - 1 (100% detection) November 2015 - None			↑				
26	Security Police	Improve Public Safety, Protect children and the vulnerable working with Partners, Volunteers and Stakeholders		Increase in reporting of sex related offences 100% child related referrals dealt with through a multi-agency approach	>27 90% of referrals submitted within 24 hours	>Total number of sex offences in 2015/16 90% of referrals submitted within 24 hours	May 2015 - 0 2015 - 4 (0% detection) September 2015 - 5 (50% detection) November 2015 - 1 (37% detection)			↑				
28	Security Safeguarding	% of referrals having initial assessments within 14-30 days			40%	40%	June - 20% September - 26% October - 20%	July - 15% November - 22%	August - 15%		↔		report on wef June 2015	We have provided 2 public awareness seminars in November on Child Sexual Abuse and Exploitation – and Internet Safety for Parents. Development of a potential safe haven continues to progress with advertising for a local Manager out this month. Adult services is attempting to help maintain an inclusive society on St Helena helping vulnerable service users in terms of accessing the community and educational programs, RMS trip to Ascension for Ebony View/Barn View agreed and planned for 2016, Island wide coffee mornings/tea dances to start 15th December 2015.
29	Security Safeguarding	% of adult clients receiving 1-1 work			50%	70%	June - 6% September - 10% October - 10%	July - 7% November - 11%	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	Plants and wildlife. The Peaks Conservation Program focussed on flax removal at Actaeon, and nursery propagation of black-scale, brown-scale, and sticky fern. Peaks National Park trails quarterly maintenance was completed. Environmental monitoring (soils, air quality, noise, water quality, water levels and flows) - Draft field manual has been received and will now be reviewed. Waste Management - Horse Point Landfill Site opening and closing times extended to include Sundays. 'Free' Bulky Waste Collection Service proving to be extremely beneficial and contributing towards a cleaner and greener St Helena. Re-concreting works at Public Recycling Facility completed. Funding - Waste Management Services awarded Capital Funding towards domestic wheelie bins, contract signed and order placed. Waste Management Services unsuccessful for Capital Funding towards a glass crusher to support commercial recycling. A Jubilee Funding application was submitted in November 2015 to develop and implement a 'secure data disposal service' for Government and the Private Sector. The BEST Concept Note application was successful and an invitation to submit a full proposal was received and is being processed.		
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	
32	ENRD	Waste Management		Reduction in waste sent to landfill	5%	15%							report on annually	
33	ENRD	Energy Use		More efficient use of energy per head of population	5%	10%							report on annually	

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



REPORT ON KEY BAM AREAS PERIOD 8 (NOVEMBER 2015)

No.	Area		Performance Report	RAG Status
1	Budget, MTEF and Finance	MTEF Cycle	During the month of April an evaluation was carried out of the process for last year, identifying what went well and what areas needed improvements in line with the MTEF process. MTEF Guidelines were issued in May 2015. Draft budget ceilings have been discussed with elected members at Chairperson's Assembly and draft ceilings have been issued to directorates. Directorates commenced work on their Strategic Plans and draft Budgets and an initial summary position has been established and provided to Corporate Finance. Initial feedback has been given to Directorates and redrafted budgets are expected by the end of November. Following this further work is being undertaken to review and develop budget submissions to predict the overall budget submission - we are currently in line with the MTEF process.	Yellow
	Budget, MTEF and Finance	Revenue & Expenditure	Revenue targets were agreed and are stated below. These targets are monitored and reported against on a monthly basis: Total Budget Income Tax for 2015/16 = £6,641K Budget Income Tax (April - November 2015) = £3,284K Actual Income Tax collected (April - November 2015) = £3,319K Favourable variance achieved of £35K for the year to date. Total Budget Customs Duty for 2015/16 = £6,530K Budget Customs Duty (April - November 2015) = £3,246K Actual Customs Duty (April - November 2015) = £3,322K Favourable variance of £76K for the year to date.	Green
2	Statistical Data		<ol style="list-style-type: none"> 1) Progressing with improvements to routine data collection. 2) Collaborating with Customs to improve collation and accessibility of trade data 3) Piloting of Census 2016 4) Collation and analysis of School Census data 5) Departure of Statistics Assistant for new post within SHG 	Yellow
3	Social		During the BAM visit NGOPs were presented to DfID and it is hoped that the cultural sector can continue to develop on the island. The Better Life Allowance was also introduced.	Green



REPORT ON KEY BAM AREAS PERIOD 8 (NOVEMBER 2015)

No.	Area		Performance Report	RAG Status	
DAPM AREAS	4	Education	<p>Funding formula for staffing and financing schools: The work within the Directorate in this area has focused first on reviewing and completing an agreed Scheme of Service for Education as this is seen as critical for the recruitment of sufficient teachers to staff the schools. The new Scheme of Service was approved with effect from November 2015 and the quite complex implementation process was completed in November. Initial indications are that this may improve the recruitment of teachers, but this will be tested in upcoming months.</p> <p>Teacher Training: The first phase of the Teacher Training programme is being finalised and is due to commence in January 2016, under the guidance of the Teacher Trainer. This is a Level 4 Certificate programme in Teaching and Learning offered through Cambridge and developed in partnership with the University College, London-Institute of Education. Although participation in the certification process is voluntary, it is incentivized under the new Scheme of Service, and the majority of the face-to-face training required is mandated for all teachers as part of the regular Staff Development programme. The training programme is developed to meet local needs and to comply with the syllabus and standards established by Cambridge. The final programme proposal was developed with input from schools and will be launched in January 2016.</p> <p>Apprenticeships: There are currently 41 apprentices on the apprenticeship scheme in a number of private sector organisations and SHG Directorates, though there is demand from individuals and from the business sector for more places.</p> <p>Labour Market Strategy: The Directorate recently conducted an Island-wide Training Needs Assessment to assess education, training and developmental needs in SHG and the private sector in order to better match the programme offerings of the Lifelong Learning Services to the immediate and strategic needs of St Helena and to support sustainable economic development. Information from the TNA was presented to Education Committee and formed part of the Directorate's BAM presentation.</p>		
	5	Capital Programme	Expenditure & Delivery	Total expenditure to date is at £3,949,271 of which DFID expenditure is at £1,509,838. The Lining for Harpers 3 has been tendered and the final designs have been received. The contract will be signed in December. Data has been received and currently being analysed, from the testing equipment that was put in place for the coastal study required for the sewerage projects. Small works are ongoing on the upgrading of the sewerage networks in Jamestown and HTH. Works are completed on Harris Flats. Designs are ongoing for the Fire Station and Prison. Also designs are being drawn up for the relocation of the Lab and Dispensary. Works are progressing well for the gym to be relocated from AVEC to the HTH Community Centre. Works are completed on the on the Judiciary immediate requirements.	
		Capital Programme	Hospital	Works are progressing on the Hospital. The bed lift, CAT scanner and Radiology has all be installed. The Resus and Nurse's room has also been completed. External painting and construction works to the sonar room will now start.	
		Capital Programme	Prison & CBU	The tender for the detailed designs for the new Barn View has closed and are currently being evaluated. The remediation works to the existing Barn View building are also progressing well and a few variations has been issued under the contract which has extended the deadline for completion to January. The design team, of ENRD are still reviewing the detailed designs for the build contract; some designs have been send off for verification. Tender documentation is being prepared.	
		Capital Programme	Management	Monthly monitoring is working well to provide reports to PDG and Chairpersons Assembly. Elected members have agreed for PMU to move around funding to maintain flexibility in the programme. 3-Year Business Case for capital funding of £16.5million has been approved by DFID Minister. The 2015-16 has been endorsed by the PDG. Executive Council has agreed the Capital Programme 2015-16 as well as approval to request additional £1.5m to be brought forward from 2016-17. Executive Council has approved the revised programme for 2015-16, which has seen some more projects being brought forward to this Financial Year.	
6	Governance & Structure	Governance	Performance Management: Information for the majority of areas in the Monthly Performance Report is posted within the agreed timeframe; however obtaining timely updates for a few areas still remains slow;		

REPORT ON KEY BAM AREAS PERIOD 8 (NOVEMBER 2015)

No.	Area		Performance Report	RAG Status
	Governance & Structure	Headcount	Headcount as at 30 November 2015 was 803.4 representing 17.6% of resident population employed by SHG based on Q3 average resident population figure for 2015/16.	Green
7	Technical Co-Operation	Technical Co-operation expenditure	<p>Actual expenditure against budget as at 30 November 2015 shows an overspend of approximately £70k (14%). This is mainly due to additional recruitment requirements for Mo & DSG as well as well as costs for 2 Interim Accountants.</p> <p>Actual YTD expenditure against budget as at 30 November 2015 shows an overspend of approximately £323k (7%), which is mainly due to MTL costs paid earlier than anticipated for period for CEED, D-ENRD, SDO, D-E, HoIA. Also, an overlap in Economist role and additional expenditure related to recruitment activities.</p>	Red
8	Economic Development	Recurrent Expenditure	<p>ESH recurrent expenditure for the period ended November is showing an under spend of £7k.</p> <p>Our actual spend to date is 89.88% against budget.</p>	Red
	Economic Development	Milestones	<p>Recruitment and movement of Key Staff</p> <p>Dr Niall O'Keeffe, CEED return from overseas business during which he also held meetings in the Falklands and Ascension with the Diaspora and business meetings in London and South Africa. Currently recruiting to the post of Director of Commercial Development and Enterprise as well as the HR and Administration Manager. Our current Admin and HR manager is moving to the post of Board Secretary</p>	Green

SHG RISK REPORT PERIOD 8 (NOVEMBER 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 £1,509,838 capital spend at end of November 2015.	
2	FIN	Operation of the RMS is disrupted due to mechanical failure	Regular servicing and maintenance schedule in place to ensure operational downtime is minimised.	RMS currently on track with no major delays incurred during this month	
3	FD ESH	Economic and social development held back through lack of large scale investment	Energetically promote investment opportunities that are available to both local and international investors.	ESH has recently appointed a UK Commercial Advisor whose remit is to promote the island as an attractive investment destination, to assist parties interested in investing, and to develop relationships with financial institutions aimed at supporting business development. A prospectus of properties and sites for potential development has been launched at events in Capetown and London and is available on the ESH website.	
4.1	ESH/ SMT	Island does not embrace development and change	Robust communication plan in place and implemented. Elected Members, supported by Directors and Senior Officials, providing strong leadership consistent with the SDP vision and key messages.	Communication plan in place and is well advanced.	
4.2	ESH/ SMT	Councillor do not lead/ embrace change	Robust communication plan in place and implemented. Elected Members, supported by Directors and Senior Officials, providing strong leadership consistent with the SDP vision and key messages.	Communication plan in place and is well advanced.	
4.3	ESH/ SMT	SHG mindset does not embrace/ support change	Robust communication plan in place and implemented. Elected Members, supported by Directors and Senior Officials, providing strong leadership consistent with the SDP vision and key messages.	Communication plan in place and is well advanced.	
5	IT/DCS	Loss of data through IT system failure leading to inefficient SHG	Development of a disaster recovery plan. Finalisation of the File/Server project, which will automatically backup all vital files to dedicated file servers, thus restricting users from saving key documents to their hard drives.	The draft disaster recovery plan is being finalised and will be circulated during December 2014. (95%) The File Server Project has been completed. (100%)	
6	DHR	Loss of key professional/ technical staff leading to SHG unable to provide essential services	Strategies to retain key staff including Talent Management Programme, Succession Planning Strategy, review of Pay & Grading and development of Cadres.	Strategies including Talent Management and Succession Planning are being developed, and approval has been given for Review of Pay and Grading to commence in April 2016.	
7	CS/ SMT	Required changes to culture and working practice do not happen as required	Regular reporting and monitoring of progress to ensure that the change programme is on track.	A whole team meeting took place in July and included the launch of the Report It Sort It initiative. 17 fault reports were made during July, with the majority being resolved within a few days. Communication across SHG has been identified as an issue and a small working group is being established to tackle the issue. A Change Advisory Committee, which includes members of the public has met and further public representation is being sought.	
8	D AP	Air access compromised because SHG does not meet obligations	Work ongoing. See Airport Project Programme, Issues Registers and Risks Registers	Monitored on a monthly basis and reported to Programme Board on a bi-monthly basis.	

RISKS

SHG RISK REPORT PERIOD 8 (NOVEMBER 2015)

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

Key to arrows

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



**St Helena
Government**

**MOVEMENT ON FUNDS REPORT
PERIOD 8 (NOVEMBER 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	Forecast	Revised Budget	Variance
143,380	131,070	12,310	225,461	208,000	17,461
0	0	0	0	0	0
0	0	0	0	0	0
224,792	190,578	34,214	318,716	271,000	47,716
6,729,530	6,584,318	145,212	10,636,557	10,150,000	486,557
11,217,575	11,198,000	19,575	17,211,355	17,162,000	49,355
0	0	0	0	0	0
0	0	0	0	0	0
1,786,000	1,786,000	0	2,684,000	2,684,000	0
177,094	171,228	5,866	263,097	257,000	6,097
441,481	435,812	5,669	660,715	704,000	(43,285)
501,416	378,826	122,590	698,143	557,000	141,143
46,216	55,880	(9,664)	72,080	84,000	(11,920)
21,267,484	20,931,712	335,772	32,770,124	32,077,000	693,124

EXPENDITURE					
YEAR TO DATE			FULL YEAR		
Actual	Budget	Variance	Forecast	Revised Budget	Variance
879,000	817,513	(61,487)	1,374,094	1,238,000	(136,094)
248,153	242,686	(5,467)	424,132	409,000	(15,132)
4,843,381	4,484,951	(358,430)	7,169,101	6,734,000	(435,101)
782,854	817,051	34,197	1,237,307	1,199,000	(38,307)
695,932	634,900	(61,032)	1,050,110	954,000	(96,110)
1,737,737	1,557,862	(179,875)	2,829,610	2,831,000	1,390
733,333	733,333	0	1,100,000	1,100,000	0
2,240,776	2,297,352	56,576	3,360,548	3,515,000	154,452
968,360	1,938,839	970,479	1,687,481	2,684,000	996,519
1,599,330	1,692,589	93,259	2,591,045	2,544,000	(47,045)
2,285,228	2,184,161	(101,067)	4,078,509	3,316,000	(762,509)
1,911,720	1,895,785	(15,935)	3,129,822	2,938,000	(191,822)
1,558,288	1,700,550	142,262	2,753,534	2,615,000	(138,534)
20,484,092	20,997,572	513,480	32,785,293	32,077,000	(708,293)

SURPLUS/(DEFICIT)					
YEAR TO DATE			FULL YEAR		
Actual	Budget	Variance	Forecast	Budget	Variance
(735,620)	(686,443)	(49,177)	(1,148,633)	(1,030,000)	(118,633)
(248,153)	(242,686)	(5,467)	(424,132)	(409,000)	(15,132)
(4,843,381)	(4,484,951)	(358,430)	(7,169,101)	(6,734,000)	(435,101)
(558,062)	(626,473)	68,411	(918,591)	(928,000)	9,409
6,033,598	5,949,418	84,180	9,586,447	9,196,000	390,447
9,479,838	9,640,138	(160,300)	14,381,745	14,331,000	50,745
(733,333)	(733,333)	0	(1,100,000)	(1,100,000)	0
(2,240,776)	(2,297,352)	56,576	(3,360,548)	(3,515,000)	154,452
817,640	(152,839)	970,479	996,519	0	996,519
(1,422,236)	(1,521,361)	99,125	(2,327,948)	(2,287,000)	(40,948)
(1,843,747)	(1,748,349)	(95,398)	(3,417,794)	(2,612,000)	(805,794)
(1,410,304)	(1,516,959)	106,655	(2,431,679)	(2,381,000)	(50,679)
(1,512,072)	(1,644,670)	132,598	(2,681,454)	(2,531,000)	(150,454)
783,392	(65,860)	849,252	(15,169)	0	(15,169)



St Helena Government

PERIOD 8 (NOVEMBER 2015)

CLOSING BALANCE

	30 November 2015	31 March 2015
	£	£
Buildings	23,574,849	23,574,849
Infrastructure	8,400,320	8,400,320
Plant, Machinery & Equipment	4,414,231	4,245,435
IT Networks & Equipment	519,104	519,104
Assets Under Construction	181,817,323	180,326,014
NET FIXED ASSETS	218,725,827	217,065,722
OTHER ASSETS		
Housing Loans	291,332	324,968
TOTAL OTHER ASSETS	291,332	324,968
CURRENT ASSETS		
Cash	703,924	993,429
Bank Accounts	7,058,142	(1,681,934)
Short-term Investments	2,371,586	8,031,070
Prepayments	664,252	774,976
Debtors	1,790,161	1,375,154
Accrued Income	541,443	750,485
Stock	810,873	817,348
Suspense Accounts	(19,266)	768
TOTAL CURRENT ASSETS	13,921,115	11,061,296
CURRENT LIABILITIES		
Creditors	756,318	601,234
Accruals	1,192,348	2,647,893
Income received in advance	6,759,200	144,025
Income Tax received in advance	739,493	709,816
Advance Accounts	94,124	113,539
TOTAL CURRENT LIABILITIES	9,541,483	4,216,507
LONG TERM LIABILITIES		
Defined Benefit Pension Liability	38,279,000	38,279,000
Defined Contribution Pension Liability	75,409	50,776
Staff Benefits	578,096	582,354
Other funds owing to third parties	1,533,155	1,497,637
TOTAL LONG TERM LIABILITIES	40,465,660	40,409,767
NET ASSETS	182,931,131	183,825,712
RESERVES		
Reserves and Funds	181,535,732	181,508,691
Unposted Profit/(Loss)	1,395,399	2,317,021
TOTAL RESERVES	182,931,131	183,825,712



St Helena Government

ANALYSIS OF REVENUE REPORT PERIOD 8 (NOVEMBER 2015)

Taxes - PAYE

Taxes - Self Employed

Corporation Tax

Goods & Services Tax

Taxes - Withholding Tax

Customs - Other

Customs - Alcohol

Customs - Tobacco

Customs - Petrol

Customs - Diesel

Customs - Liquor Duty

Customs - Excise Duty

Taxes

Stamp Duty

Dog License

Firearm License

Liquor License

Road Traffic License

Gaming machines License

Other Licenses & Duty

Duty & Licenses Received

Court Fees & Fines

Light Dues

Cranage

Dental Fees

Fees of Office

Medical & Hospital

Trade Marks

Post Office charges

Meat Inspection Fees

Vet Services

Birth, Marriage & Death Fees

Land Registration fees

Spraying fees

Immigration Fees

Fish & Food Testing

Planning Fees

GIS Fees

Company Registration Fees

Other Fees

Fines & Fees Received

Agricultural Gardens

Leased House Plots

Home to Duty Transport

Commercial Property Rents

Misc Receipts

Agricultural Buildings

Government Rents

Stamp Sales(Postal)

Stamp Sales(Philatelic)

Sale of Firewood

	REVENUE			FULL YEAR Original Budget
	YEAR TO DATE		Variance	
Actual	Budget			
Taxes - PAYE	2,121,864	2,023,754	98,110	3,118,000
Taxes - Self Employed	278,605	158,580	120,025	175,000
Corporation Tax	645,903	841,700	(195,797)	872,000
Goods & Services Tax	272,466	260,284	12,182	384,000
Taxes - Withholding Tax	463	0	463	70,000
Customs - Other	1,705,250	1,400,000	305,250	2,160,000
Customs - Alcohol	769,413	707,500	61,913	1,053,000
Customs - Tobacco	427,878	602,000	(174,122)	952,000
Customs - Petrol	176,906	191,000	(14,094)	382,000
Customs - Diesel	109,149	186,000	(76,851)	664,000
Customs - Liquor Duty	14,832	20,100	(5,268)	31,000
Customs - Excise Duty	119,175	140,000	(20,825)	202,000
Taxes	6,641,904	6,530,918	110,986	10,063,000
Stamp Duty	23,329	27,877	(4,548)	42,000
Dog License	4,076	3,837	239	7,000
Firearm License	4,071	3,476	595	7,000
Liquor License	2,651	0	2,651	8,000
Road Traffic License	124,881	105,635	19,246	157,000
Gaming machines License	0	0	0	3,000
Other Licenses & Duty	959	1,600	(641)	3,000
Duty & Licenses Received	159,967	142,425	17,542	227,000
Court Fees & Fines	17,087	8,000	9,087	12,000
Light Dues	6,932	0	6,932	11,000
Cranage	10	0	10	5,000
Dental Fees	20,768	9,176	11,592	14,000
Fees of Office	16,112	0	16,112	0
Medical & Hospital	126,835	116,648	10,187	175,000
Trade Marks	6,713	4,664	2,049	7,000
Post Office charges	697	2,750	(2,053)	5,000
Meat Inspection Fees	4,180	11,008	(6,828)	16,000
Vet Services	14,620	7,664	6,956	12,000
Birth, Marriage & Death Fees	2,150	2,650	(500)	4,000
Land Registration fees	5,655	7,112	(1,457)	11,000
Spraying fees	1,950	2,450	(500)	4,000
Immigration Fees	84,580	65,765	18,815	84,000
Fish & Food Testing	5,942	22,000	(16,058)	12,000
Planning Fees	17,057	8,000	9,057	33,000
GIS Fees	8,257	11,336	(3,079)	3,000
Company Registration Fees	564	2,320	(1,756)	17,000
Other Fees	780	5,980	(5,200)	1,000
Fines & Fees Received	340,889	287,523	53,366	426,000
Agricultural Gardens	8,971	0	8,971	6,000
Leased House Plots	11,665	9,534	2,131	14,000
Home to Duty Transport	10,920	6,480	4,440	10,000
Commercial Property Rents	28,438	28,133	305	0
Misc Receipts	233,756	72,897	160,859	159,000
Agricultural Buildings	3,566	6,504	(2,938)	7,000
Government Rents	297,316	123,548	173,768	196,000
Stamp Sales(Postal)	16,811	22,500	(5,689)	34,000
Stamp Sales(Philatelic)	6,217	17,000	(10,783)	25,000
Sale of Firewood	9,576	6,616	2,960	10,000

Sale of Timber Logs	0	0	0	2,000
Sale of Govt Publications	58	0	58	0
Other Earnings received	829	930	(101)	1,000
Earnings Government Departments	33,491	47,046	(13,555)	72,000
Other Income received	1,047	1,560	(513)	38,000
Income Received	1,047	1,560	(513)	38,000
Commission	944	0	944	0
Interest	22,870	32,000	(9,130)	50,000
Currency Fund Surplus	0	0	0	250,000
Dividends	0	0	0	112,000
Argos	27,440	27,440	0	27,000
Grant-in-Aid	11,194,375	11,166,000	28,375	16,750,000
Shipping Subsidy	1,786,000	1,786,000	0	2,684,000
Treasury Receipts	13,031,629	13,011,440	20,189	19,873,000
Recharges - Customs	22,352	0	22,352	0
Recharges - Other	738,527	787,252	(48,725)	1,182,000
Recharges - GIS	362	0	362	1,182,000
Recharges Received	761,241	787,252	(26,011)	2,364,000
TOTAL REVENUE	21,267,484	20,931,712	335,772	33,259,000

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Note for Finance Users only
Head 29 not picking up on Line by Line Report