



St Helena Government

PERFORMANCE REPORT

**FOR PERIOD 7 - OCTOBER 2015
FINANCIAL YEAR ENDING 31 MARCH 2016**

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Introduction

The lack of an acute mental health facility is a significant risk to the Island and has caused a number of operational risks during October.

Health data collected during this period raised significant concerns and will require a strategic approach that focuses on prevention and treatment. Adult Social Services continue to develop with clients starting to access one-to-one support.

October has been a record month for solar energy with 8.8% of the Islands electricity being derived from PV panels and an overall renewable contribution just shy of the July record.

The Human Rights Commission is now established with 4 commissioners and a CEO (ex-officio Commissioner) appointed and work has begun with two cases being allocated for investigation.

Summary of Key Performance Indicators

Some of the headlines for October are as follows:

1. Year to date 66% of diabetic population registered on EMIS, of which HbA1C of 7.5 or less is 57%.
2. Year to date, adult's having BMI measured is 962 of which 39% are obese and 5 % morbidly obese.
3. Stay-over tourist visitors up 29% from the previous year.
4. Reduction in crime during October, but still above the YTD target.
5. 33.56% of renewable energy produced.
6. Electricity disruptions increases to 7 for this month.
7. Domestic violence detection rate remains at 100%.
8. 20% of referrals having had initial assessments, with 10% of adult clients receiving one to one work.
9. SHG Headcount continues to remain at 17.4%.
10. Human Rights Commission now established.

Committments given during BAM

For October, ESH recurrent expenditure is showing an overspend of £22k.

A new Scheme of Service for Education has being approved, to take effect from November.

Feedback has been given to Directorates on their draft budgets and redrafted budgets are expected by the end of November.

Actual Income Tax and Customs Duty collected to date shows a favourable variance.

Corporate Risk Management

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

Summary of Financial Performance

Total budgeted revenue for the year to date was £18,141K. Actual revenue collected for this period was £18,430K. This represents an over collection of £289K, which is a favourable variance of 1.6% against expected revenue for this period.

Total budgeted expenditure for the year to date was £18,459K. Actual expenditure for this period was £17,783K. This is an underspend of £676K, 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 increase of £648K.

Key Revenue and Expenditure Variances

A favourable variance has been achieved on Income Tax and Customs Duty collected of £151K. This is primarily due to an over collection in Income Tax PAYE and Customs duty on Ad Valorem.

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

The favourable expenditure variance on Shipping has been achieved through an underspend on the RMS St Helena subsidy of £848K.

The Education Directorate is underspent YTD by £138K, primarily due to the delays in purchase orders for supplies.

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

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

Capital Programme

The total spend on the Capital Programme to date is £2,869K.

The coastal study for the sewerage works has progressed as planned with further dive surveys being carried out to develop the concept designs.

Final designs for Harpers 3 Reservoir will be received in November 2015.

The remediation works to Barn View and the relocation of the gym from AVEC to HTH community Centre will be completed in November. Works to the building at the back of Ebony View to relocate Safeguarding Offices and the strip-out works to the Prison have now been completed.

Works are progressing well on the Hospital - construction works on the lift shaft have been completed and personnel from Siemens are on-Island to install the CT scanner. Designs are being drawn up for the refurbishment of the lab and dispensary.

SHG KEY PERFORMANCE INDICATOR REPORT PERIOD 7 (OCTOBER 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 October 2015 was 804.2 representing 17.4% of resident population employed by SHG based on Q2 average resident population figure for 2015/16.		↔		The average resident population figure for Q2 of 2015/16 was 4614. SHG's headcount as at 30 September 2015 was 804.2 representing 17.4% of resident population currently employed by SHG.
3	Economic Development Statistics	Private Sector Expenditure (in National Accounts)		£15,584,000 (2011/12) £16,382,000 (2012/13)	£20,300,000	TBD			↻	report on annually	
4	Economic Development ENRD (ANR)	Agriculture Local Market share of like for like production		Meat 86% Vegetables 40%	Meat 90% Vegetables 55%	Meat 95% Vegetables 60%	For vegetables, sales figures of 34.6 tonnes from the key outlets suggests target is on track for achievement by March 2016. For Meat production, progress cannot be reported as livestock slaughter figures is still awaited for the 6 month period.		↔	report on 6 monthly	ANRD and ESH are working collaboratively to implement public/private agricultural partnership initiatives for 2015 to increase local production, particularly in those areas of production that can be improved in the short-medium term. This includes 1 poultry and 5 arable partnership initiatives in arable production. Opportunities for accessing ESH and ANRD support and training/upskilling assistance towards production of new arable and fruit products have also been advertised during the last quarter of the 6 month period with 14 expressions of interest made against the new production promotion initiative.
5	Economic Development ESH	Accommodation Available serviced rooms		39 rooms (2011/12)	90 rooms	TBD	2015/16 target revised to reflect planned developments in tourism accommodation.		↔		Currently 40 serviced en-suite rooms available since April 2015 - no change to this figure to date.
6	Health & Wellbeing	Vaccination Coverage (Children at 2 years of age, up to date with vaccinations)	Improved Life quality with healthy lifestyles promoted	31 two year olds, 93.5% of the total population	100%	100%	EMIS population of 0 - 2 years old registered : 144 Infants received vaccination coverage in October: 22		↔		Vaccination Coverage: Both sickness and staff shortages has resulted in a reduction in vaccination coverage during the month of October. Obesity: Diabetes:
7	Health & Wellbeing	Obesity Reduce the number of people that are clinically obese		Island population registered on EMIS 4776. Total population obese = 279 (5.9%) morbidly obese = 29 (0.6%)	55% EMIS status 25% patients with HbA1C ≤7.5 and below 2% patients above 7.5.	65% EMIS status 35% patients with HbA1C ≤7.5 and below 1% patients above 7.5.	Total population on EMIS = 4776 Females= 2201 Males= 2575 Total adult (>=18) population = 4070 Population of Adults screened for obesity during the month of October total: 119 46 patients registered obese and over BMI between >30 – 39 = 40 BMI > 40 = 6 Year to date: Adults having BMI measured 962 (24% of adult EMIS population) Of which: BMI over 30 (obese): 39% BMI of 40 or over (morbidly obese): 5% Total Population of Infant/child registered on EMIS = 604 EMIS population Infants 0 – 2 years 11 months 30 days: 145 of which: Weight Centile > 75 = 2 Weight Centile > 90 = 1 Infants identified New Obese in October = 0 (centile WHO charts).		↔	Mental Healthcare: Commencement of employment of CPN (Child and Adolescent). 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) October: 15 families seen. CPN (Adult) 36 mental health patients seen which includes: 4 hospital admissions 1.1 continues and 2 substance misuse. 1 Dementia assessment		↔		

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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 = 1773 Smokers total registered on EMIS = 519 Smokers seen in October: 132 Patients received brief intervention and Nicotine Replacement Therapy in October: 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.
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.	October 2015: 165 Year to date 988 stay over visitors, a 29% 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.	Work is continuing to prepare for certification of the Airport. Training is ongoing, including training for security personnel at the Airport. A number of emergency exercises have been held in readiness for the exercise on 4 November in which ASSI will auditing. The results of phase one of the audits are expected in mid-November and will be used to inform the second phase - planned for January 2016. Airport Contract Manager continues to work closely with the Air Service Provider, SHG Directorates, the Fuel Management Contractor and Basil Read.		↑		Work is continuing to prepare for certification of the Airport. Training is ongoing, including training for security personnel at the Airport. A number of emergency exercises have been held in readiness for the exercise on 4 November in which ASSI will auditing. The results of phase one of the audits are expected in mid-November and will be used to inform the second phase - planned for January 2016. Airport Contract Manager continues to work closely with the Air Service Provider, SHG Directorates, the Fuel Management Contractor and Basil Read.
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 and it is anticipated that a submission will be made to the Procurement Board in November regarding the new contract
17	UTILITIES Connect STH	Sustainability % of total electricity produced by renewable sources		12.24%	40%	60%	October = 33.56%		↑		Sustainability: A record month for solar energy with 8.8% of the islands electricity being derived from PV panels. with overall renewable contribution 0.45% shy of the July record. Reliability: Electricity disruptions for October = 7. 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	October = 7 faults		↔			
19	UTILITIES Connect STH	Water % of customers with access to treated and tested water	90%	93%	100%	October = 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,	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	Since September the Housing Service has received numerous complaints regarding delivery of the repairs and maintenance service even though during the 2014 audit the service was rated as excellent, it is envisaged that the future figures might indicate a significant decrease in customer satisfaction. Some tenants also felt that lack of communication regarding when repairs and maintenance are to be carried out or not is below the standard expected from SHG. It is hoped that these issues will be addressed once the Assistant Buildings Manager is in his role full time. The target remains the same. Even though the repairs and maintenance service was rated excellent in the 2014 audit it is envisaged that this rating will decrease due to the housing office receiving numerous complaints regarding delivery of the service and lack of communication when work cannot be carried out.

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22	Community & Housing Socio-Economist	Social Policy Plan % of actions from SPP Implementation Plan completed	supported by housing that meets peoples' needs	33 actions in the SPP Implementation Plan	90%	100%			↑		All areas of the SPP have commenced or being completed with the exception of an island sports strategy and the cultural committee, although this will be taken forward with a local NGO (subject to funding).	
23	Community & Housing Human Rights Office	Establishment of Human Rights Commission (HRC)		St Helena Human Rights Office established in April 2012. Funding for one full-time officer has been provided since April 2014.	Recruitment and training of Human Rights Commissioners	A fully functioning service for the provision of advice, monitoring and protection of Human Rights on St Helena	Legislation enacted and Commissioners agreed, they will be appointed as of 7th October.		↔		The Commission is now established with 4 Commissioners and CEO (ex-officio Commissioner) appointed. Work has begun with 2 cases allocated to commissioner for investigation.	
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) July 2015 - 28 (46% detection) August 2015 - 19 (279% detection) September 2015 - 12 (67% detection) October 2015 - 10 (60% detection)		↑		Overall Crime: October 2015 shows a decrease in crime against last month, and continues a downward trend which started in August. 10 crimes is 7 below the monthly crime target, however the performance against the YTD remains above target at +19. Domestic Abuse Offences/Sex Related Offences: No sexual offence where reported this month. Extra staff have no arrived on island, which should increase the service's ability to investigate sexual and domestic crime.	
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) July 2015 - 1 (0% detection) August 2015 - 2 (100% detection) September 2015 - 1 (100% detection) October 2015 - 2 (100% detection)		↑			
26	Security Police	Improve Public Safety, Protect children and the vulnerable working with Partners, Volunteers and Stakeholders		Increase in reporting of sex related offences 100% child related referrals dealt with through s 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) June 2015 - 1 (100% detection) July 2015 - 1 (119% detection) August 2015 - 1 (119% detection) October 2015 - 0 (0% detection)		↑			
28	Security Safeguarding	% of referrals having initial assessments within 14-30 days			40%	40%	June - 20% August - 15% October - 20% July - 15% September - 26%		↔	report on wef June 2015		Some final posts to support safeguarding developments have been coming into place. A counsellor/educator has arrived on the island in the final safeguarding children's project role and a local manager position is out to advertisement this month to lead the island's domestic abuse service. A local social care officer commences in November who will focus on additional one to one work
29	Security Safeguarding	% of adult clients receiving 1-1 work			50%	70%	June - 6% August - 10% October - 10% July - 7% September - 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		
32	ENRD	Waste Management	Reduction in waste sent to landfill		5%	15%			⊘	report on annually		
33	ENRD	Energy Use	More efficient use of energy per head of population		5%	10%			⊘	report on annually		
34	ENRD	Funding	Proportion of SHG Environmental Management Costs funded by Eco-tourism		5%	10%			⊘	report on annually		
35	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of people acknowledge within 1 working day	Working to ensure Public trust		100%		100% for October		↑	report on wef Aug 2015	8 reports were received during October, 4 of which have been closed and 4 are still pending. The longest outstanding Report It Sort It matter relates to the request for installation of a bus shelter at Two Gun Saddle. The Roads Manager is following this up with the Environment and Natural Resources Committee.	
36	Efficient, Effective and Open Government Corporate Support Carol/Helen	Report It - Sort It % of jobs completed within 20 working days			80%		63% for October		↑	report on wef Aug 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
37	Efficient, Effective and Open Government CPPU/IA	Governance % of significant governance issues are addressed annually	in SHG through an established system of transparency, robust processes and decision making.	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 request received in October 2015		↔		There have been very few requests for information this reporting year but all of those which have been received have been dealt with in the initial 20 working days time frame



REPORT ON KEY BAM AREAS PERIOD 7 (OCTOBER 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.	
	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 - October 2015) = £2,528K Actual Income Tax collected (April - October 2015) = £2,624K Favourable variance achieved of £96K for the year to date. Total Budget Customs Duty for 2015/16 = £5,444K Budget Customs Duty (April - October 2015) = £2,917K Actual Customs Duty (April - October 2015) = £2,972K Favourable variance of £55K for the year to date.	
2	Statistical Data		<ol style="list-style-type: none"> 1) Progressing with improvements to routine data collection. 2) Collaborating with Customs to improve collation and accessibility of trade data 3) Consolidation of comments and feedback received from consultation on Census 2016 4) Progressing with Housing Frame project 5) Presentation of schools Census project and supply of questionnaires for completion 	
3	Social		The Social Policy Plan took another step forward as Creative St Helena and SHG are to work together to develop a cultural committee. Further youth services are also to be commissioned.	

REPORT ON KEY BAM AREAS PERIOD 7 (OCTOBER 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. 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 approved with effect from November 2015 and the implementation process is now underway. This much needed development, along with the extensive work that has been undertaken to clarify the Education budget for 2015/16, means that much better tracking of costs will be possible in the 2015/16 financial year.</p> <p>Teacher Training: New Professional Standards for the Teaching Profession are in place and the Teacher Trainer has worked with both trainee teachers and teaching staff in working toward these competencies. The Professional Standards have been embedded in the performance appraisal process for the 2015/16 year. Three graduate teachers returned in September 2015 to take up employment in schools (one in primary, two in secondary) and are progressing well. 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.</p> <p>Apprenticeships: There are currently 38 apprentices on the apprenticeship scheme in a number of private sector organisations and SHG Directorates. A number of apprentices have left the scheme to go on into full time employment.</p> <p>Labour Market Strategy: The Directorate 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. Participation in this exercise was very good and an initial presentation of results will be made in November.</p>		
	5	Capital Programme	Expenditure & Delivery	Total expenditure to date is at £2,836,537 of which DFID expenditure is at £1,168,040. The Lining for Harpers 3 has been tendered and the final designs will be received from the consultants in November. 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 continuing on Harris Flats which are due for completion in November. Designs are ongoing for the Fire Station and Prison. Also designs are being drawn up the for relocation of the Lab and Dispensary. Works are progressing well for the gym to be relocated from AVEC to the HTH Community Centre. Works have started on the Judiciary immediate requirements and these works will be completed in November.	
		Capital Programme	Hospital	Works are progressing on the Hospital. Construction works to the lift shaft are completed. Siemens has installed the CT scanner and commissioning and testing works are ongoing. Variations will be issued under the original contract for some works that was not planned for during the signing of the contract.	
		Capital Programme	Prison & CBU	The safeguarding office at the back of Ebony View has been completed. The detailed designs for the new Barn View has been advertised and will be closed in November. The remediation works to the existing Barn View building are also progressing well and will be completed in November. The strip out works for HM Prison are completed. The design team, of ENRD are still reviewing the detailed designs for the build contract; these designs will be verified by suitable qualified engineers. Tender documentation is being prepared.	

REPORT ON KEY BAM AREAS PERIOD 7 (OCTOBER 2015)

No.	Area		Performance Report	RAG Status
	Capital Programme	Management	Monthly monitoring is working well to provide reports to PDG and Chairpersons Assembly. Elected members have agreed for PMU to move around funding to maintain flexibility in the programme. 3-Year Business Case for capital funding of £16.5million has been approved by DFID Minister. The 2015-16 has been endorsed by the PDG. Executive Council has agreed the Capital Programme 2015-16 as well as approval to request additional £1.5m to be brought forward from 2016-17. Executive Council has approved the revised programme for 2015-16, which has seen some more projects being brought forward to this Financial Year.	Green
6	Governance & Structure	Governance	Performance Management: Information for the majority of areas in the Monthly Performance Report is posted within the agreed timeframe; however obtaining timely updates for a few areas still remains slow;	Yellow
	Governance & Structure	Headcount	Headcount as at 31 October 2015 was 804.2 representing 17.4% of resident population employed by SHG based on Q2 average resident population figure for 2015/16.	Green
7	Technical Co-Operation	Technical Co-operation expenditure	<p>Actual expenditure against budget as at 31 October 2015 shows an overspend of approximately £58k (11%). This is mainly due to additional requirements in respect of a consultant for Fish Processing & Storage Facilities and recruitment costs, as well as cost for 2 Interim Accountants.</p> <p>Actual YTD expenditure against budget as at 31 October 2015 shows an overspend of approximately £277k (7%), which is mainly due to MTL costs paid earlier than anticipated for period for CEED, D-ENRD, SDO, D-E, HoIA, as well as increase in salary for SDO. Also, an overlap in Economist role, additional expenditure requirements in relation to LPS, SME,APS, FISH and Marsh consultancy, extended LPHY) and additional recruitment activities. Additional travel costs were also required for PSerg and increase in salary for SDO.</p>	Red
8	Economic Development	Recurrent Expenditure	ESH recurrent expenditure for the period ended October is showing an over spend of £22k as some invoices were received from previous month and were now paid. Our actual spend to date is 88% against budget.	Red
	Economic Development	Milestones	Recruitment and movement of Key Staff Mr Chris Pickard Director of Tourism has taken up his post and Michelle Yon, Director of Resources, has returned from overseas leave this month. Dr Niall O'Keeffe, CEED has also left for overseas business this month and will be returning in November.	Green

SHG RISK REPORT PERIOD 7 (OCTOBER 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 £1,168,040 capital spend at end of October 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 7 (OCTOBER 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 7 (OCTOBER 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
125,791	114,688	11,103	224,123	208,000	16,123
0	0	0	0	0	0
0	0	0	0	0	0
192,584	172,237	20,347	301,182	271,000	30,182
5,674,889	5,490,662	184,227	10,629,621	10,150,000	479,621
9,821,463	9,910,250	(88,787)	17,198,213	17,162,000	36,213
0	0	0	0	0	0
0	0	0	0	0	0
1,562,750	1,562,750	0	2,684,000	2,684,000	0
155,111	149,812	5,299	262,582	257,000	5,582
389,923	381,336	8,587	666,314	704,000	(37,686)
466,877	310,667	156,210	707,416	557,000	150,416
41,030	48,870	(7,840)	72,080	84,000	(11,920)
18,430,418	18,141,272	289,146	32,745,531	32,077,000	668,531

EXPENDITURE					
YEAR TO DATE			FULL YEAR		
Actual	Budget	Variance	Forecast	Revised Budget	Variance
764,979	734,504	(30,475)	1,363,446	1,238,000	(125,446)
213,834	215,099	1,265	425,150	408,000	(17,150)
4,274,400	3,998,783	(275,617)	7,288,438	6,735,000	(553,438)
673,138	717,633	44,495	1,242,198	1,199,000	(43,198)
595,973	558,198	(37,775)	1,025,686	954,000	(71,686)
1,472,977	1,381,137	(91,840)	2,634,880	2,831,000	196,120
641,666	641,666	0	1,100,000	1,100,000	0
1,991,188	2,022,261	31,073	3,386,346	3,515,000	128,654
896,210	1,744,458	848,248	1,687,000	2,684,000	997,000
1,352,065	1,490,485	138,420	2,636,439	2,544,000	(92,439)
1,943,038	1,902,271	(40,767)	4,069,036	3,316,000	(753,036)
1,668,931	1,650,616	(18,315)	3,187,772	2,938,000	(249,772)
1,294,135	1,401,589	107,454	2,685,418	2,615,000	(70,418)
17,782,534	18,458,700	676,166	32,731,809	32,077,000	(654,809)

SURPLUS/(DEFICIT)					
YEAR TO DATE			FULL YEAR		
Actual	Budget	Variance	Forecast	Budget	Variance
(639,188)	(619,816)	(19,372)	(1,139,323)	(1,030,000)	(109,323)
(213,834)	(215,099)	1,265	(425,150)	(408,000)	(17,150)
(4,274,400)	(3,998,783)	(275,617)	(7,288,438)	(6,735,000)	(553,438)
(480,554)	(545,396)	64,842	(941,016)	(928,000)	(13,016)
5,078,916	4,932,464	146,452	9,603,935	9,196,000	407,935
8,348,486	8,529,113	(180,627)	14,563,333	14,331,000	232,333
(641,666)	(641,666)	0	(1,100,000)	(1,100,000)	0
(1,991,188)	(2,022,261)	31,073	(3,386,346)	(3,515,000)	128,654
666,540	(181,708)	848,248	997,000	0	997,000
(1,196,954)	(1,340,673)	143,719	(2,373,857)	(2,287,000)	(86,857)
(1,553,115)	(1,520,935)	(32,180)	(3,402,722)	(2,612,000)	(790,722)
(1,202,054)	(1,339,949)	137,895	(2,480,356)	(2,381,000)	(99,356)
(1,253,105)	(1,352,719)	99,614	(2,613,338)	(2,531,000)	(82,338)
647,884	(317,428)	965,312	13,722	0	13,722



St Helena Government

PERIOD 7 (OCTOBER 2015)

CLOSING BALANCE

	31 October 2015	31 March 2015
	£	£
Buildings	23,574,849	23,574,849
Infrastructure	8,400,320	8,400,320
Plant, Machinery & Equipment	4,257,191	4,245,435
IT Networks & Equipment	519,104	519,104
Assets Under Construction	181,816,800	180,326,014
NET FIXED ASSETS	218,568,264	217,065,722
OTHER ASSETS		
Housing Loans	294,317	324,968
TOTAL OTHER ASSETS	294,317	324,968
CURRENT ASSETS		
Cash	749,060	993,429
Bank Accounts	(864,035)	(1,681,934)
Short-term Investments	4,825,866	7,988,878
Prepayments	639,781	774,976
Debtors	2,133,288	1,373,953
Accrued Income	414,840	769,847
Stock	848,504	838,292
Suspense Accounts	(91,312)	751
TOTAL CURRENT ASSETS	8,655,992	11,058,192
CURRENT LIABILITIES		
Creditors	186,643	601,234
Accruals	1,085,658	2,647,962
Income received in advance	1,900,200	144,025
Income Tax received in advance	949,079	709,816
Advance Accounts	100,653	113,539
TOTAL CURRENT LIABILITIES	4,222,233	4,216,576
LONG TERM LIABILITIES		
Defined Benefit Pension Liability	38,279,000	38,279,000
Defined Contribution Pension Liability	25,446	8,584
Staff Benefits	578,096	582,354
Other funds owing to third parties	1,561,514	1,528,393
TOTAL LONG TERM LIABILITIES	40,444,056	40,398,331
NET ASSETS	182,852,284	183,833,975
RESERVES		
Reserves and Funds	181,525,178	181,509,088
Unposted Profit/(Loss)	1,327,106	2,324,887
TOTAL RESERVES	182,852,284	183,833,975



St Helena Government

ANALYSIS OF REVENUE REPORT PERIOD 7 (OCTOBER 2015)

	REVENUE			FULL YEAR Original Budget
	YEAR TO DATE		Variance	
	Actual	Budget		
Taxes - PAYE	1,846,752	1,753,978	92,774	3,118,000
Taxes - Self Employed	116,140	141,680	(25,540)	175,000
Corporation Tax	422,195	402,700	19,495	872,000
Goods & Services Tax	238,813	229,354	9,459	384,000
Taxes - Withholding Tax	453	0	453	70,000
Customs - Other	1,574,306	1,200,000	374,306	2,160,000
Customs - Alcohol	598,004	607,500	(9,496)	1,053,000
Customs - Tobacco	338,824	522,000	(183,176)	952,000
Customs - Petrol	176,906	191,000	(14,094)	382,000
Customs - Diesel	170,674	256,000	(85,326)	664,000
Customs - Liquor Duty	13,051	17,700	(4,649)	31,000
Customs - Excise Duty	99,860	123,000	(23,140)	202,000
Taxes	5,595,978	5,444,912	151,066	10,063,000
Stamp Duty	22,224	24,310	(2,086)	42,000
Dog License	3,631	3,265	366	7,000
Firearm License	3,808	3,182	626	7,000
Liquor License	1,921	0	1,921	8,000
Road Traffic License	102,831	91,870	10,961	157,000
Gaming machines License	0	0	0	3,000
Other Licenses & Duty	936	1,300	(364)	3,000
Duty & Licenses Received	135,351	123,927	11,424	227,000
Court Fees & Fines	15,399	7,000	8,399	12,000
Light Dues	6,566	0	6,566	11,000
Cranage	10	0	10	5,000
Dental Fees	18,841	8,029	10,812	14,000
Fees of Office	12,988	0	12,988	0
Medical & Hospital	113,876	102,067	11,809	175,000
Trade Marks	6,154	4,081	2,073	7,000
Post Office charges	697	2,250	(1,553)	5,000
Meat Inspection Fees	2,961	9,632	(6,671)	16,000
Vet Services	12,076	6,706	5,370	12,000
Birth, Marriage & Death Fees	1,911	2,150	(239)	4,000
Land Registration fees	5,133	6,135	(1,002)	11,000
Spraying fees	1,508	1,950	(442)	4,000
Immigration Fees	75,480	63,657	11,823	84,000
Fish & Food Testing	5,942	19,250	(13,308)	12,000
Planning Fees	15,722	7,000	8,722	33,000
GIS Fees	7,475	9,919	(2,444)	3,000
Company Registration Fees	564	2,030	(1,466)	17,000
Other Fees	736	5,920	(5,184)	1,000
Fines & Fees Received	304,039	257,776	46,263	426,000
Agricultural Gardens	8,971	0	8,971	6,000
Leased House Plots	10,807	9,311	1,496	14,000
Home to Duty Transport	10,037	5,680	4,357	10,000
Commercial Property Rents	24,670	25,594	(924)	0
Misc Receipts	225,742	63,626	162,116	159,000
Agricultural Buildings	3,478	6,316	(2,838)	7,000
Government Rents	283,705	110,527	173,178	196,000
Stamp Sales(Postal)	16,087	19,000	(2,913)	34,000
Stamp Sales(Philatelic)	6,061	15,000	(8,939)	25,000
Sale of Firewood	8,726	5,789	2,937	10,000

Sale of Timber Logs	0	0	0	2,000
Sale of Govt Publications	58	0	58	0
Other Earnings received	750	930	(180)	1,000
Earnings Government Departments	31,682	40,719	(9,037)	72,000
Other Income received	1,047	1,560	(513)	38,000
Income Received	1,047	1,560	(513)	38,000
Commission	904	0	904	0
Interest	22,349	28,000	(5,651)	50,000
Currency Fund Surplus	0	0	0	250,000
Dividends	0	112,000	(112,000)	112,000
Argos	27,440	0	27,440	27,000
Grant-in-Aid	9,798,625	9,770,250	28,375	16,750,000
Shipping Subsidy	1,562,750	1,562,750	0	2,684,000
Treasury Receipts	11,412,068	11,473,000	(60,932)	19,873,000
Recharges - Customs	18,958	0	18,958	0
Recharges - Other	647,590	688,851	(41,261)	1,182,000
Recharges Received	666,548	688,851	(22,303)	1,182,000
TOTAL REVENUE	18,430,418	18,141,272	289,146	32,077,000