

## **Lancashire County Council**

### **Cabinet Committee on Performance Improvement**

**Minutes of the Meeting held on Thursday, 31st May, 2012 at 10.00 am in Cabinet Room 'C' - County Hall, Preston**

#### **Present:**

#### **County Councillors**

T Ashton	M Perks
A Atkinson	M Skilling
Mrs S Charles	

#### **1. Apologies for Absence**

Apologies for absence were received from County Councillor Geoff Driver and County Councillor Jennifer Mein.

#### **2. Disclosure of Personal and Prejudicial Interests**

None declared.

#### **3. Minutes of the Meeting held on 3 April 2012**

Michael Walder, Senior Policy and Performance Officer, referred to the reference in the minutes to a progress report on the Early Intervention Strategy being brought to this meeting. This report would now be brought to the next meeting of the Cabinet Committee on 3 July 2012.

**Resolved:** - That the minutes of the meeting held on 3 April 2012 be confirmed and signed by the Chair.

#### **4. Quarterly Corporate Performance Monitoring Report - Corporate Scorecard**

Michael Walder, Senior Policy and Performance Officer, presented a report setting out the corporate performance monitoring for the fourth quarter of 2011/12 (January – March 2012). The report highlighted that, currently, 78% of indicators in the Corporate Scorecard had met, or were forecasted to have met, their year end targets. Eleven indicators (22%) had not met their targets and these were listed in the report.

Recovery plans for six indicators which had previously not been considered by the Cabinet Committee were set out at Appendix 'A' to the report.

Bob Stott, Director of Universal and Early Support Services, and Paul Dyson-Knight, Senior Advisor/Team Leader, Secondary, Directorate for Children and Young People, attended and presented the following recovery plans:

- (i) Proportion of pupils eligible for Free Schools Meals performing at the expected level at Key Stage 4;
- (ii) Proportion of pupils of Pakistani heritage performing at the expected level at Key Stage 4 and Proportion of pupils of Bangladeshi heritage performing at the expected level at Key Stage 4 (joint recovery plan);
- (iii) Proportion of children looked after achieving 3 or more levels of progress in English between Key Stages 2 and 4 and Proportion of children looked after achieving 3 or more levels of progress in Mathematics between Key Stages 2 and 4 (joint recovery plan);

In respect of (i) it was reported that there had been a slight increase in the number of pupils receiving free school meals and that the proportion of those children gaining five passes or more at GCSE had risen by 1% compared to a rise of 3.2% for non free school meals pupils. It was noted that the expectations of schools themselves in these pupils needed to rise and that a number of targeted funding streams, e.g. The National Challenge, had been removed or reduced. In response, more information and advice was being made available to schools via school advisors and good practice was being collected and disseminated amongst all schools. The Best Start Lancashire programme (targeted at Key Stage 1 pupils) aimed to make an impact on the future attainment of this cohort and summer school programmes were also currently being held to help the transition for pupils between primary and secondary schools. It was noted that District Children and Young People's Trusts also needed to place more emphasis on the free school meals agenda in secondary schools and not solely in primary schools.

In respect of (ii) it was reported that the targets were set using a Government formula. Whilst the targets were not met, attainment exceeded the top quartile estimates by 7.5% for Pakistani heritage pupils and by 5.3% for Bangladeshi heritage pupils.

The estimated data was from the Fischer Family Trust which provided a good comparator but no data was available from individual authorities to allow direct comparisons to be drawn with statistical neighbour (or other) authorities.

In respect of (iii) it was reported that performance against this indicator was very dependent (particularly because of the relatively small numbers) on the make-up of the cohort each year. However, there had been three years of strong performance but last year 12.2% of Children Looked After achieved five GCSEs, including Maths and English, against a national average of 12.8%.

It was noted that young people in foster care made better progress than those in residential care and that this was a matter of concern. A number of initiatives were being taken to address this including a Champion to oversee Year 6/Year 7 transition, the creation of individual transition plans and the use of summer schools.

Jo Turton, Executive Director for Environment, presented the recovery plan for the percentage of carriageway and footway potholes, identified by regular highway inspections, filled within 30 days. It was reported that performance for 2011/12 was 81.1% against a target of 90%.

The performance measure had been changed in April 2011 to better reflect quality and good service of the repairs. A number of changes had been made to improve performance, including improved programme management and reporting and recording of incidents. The result of these changes had led to 90% of potholes identified, between June 2011 and February 2012, being filled within 30 days.

County Councillor Ashton referred to the 23,000 potholes which were repaired during the year, with a peak in December, and the additional training which had been undertaken for staff and the recent changes with the advent of One Team working. The Government had recently made 17 recommendations on the issue which the County Council was in the process of reviewing.

**Resolved:** - That the current performance against the corporate scorecard, and the recovery plans set out in the report, now presented, be noted.

## **5. Management of Attendance Report - 1 April 2011 - 31 March 2012**

Russell Eaton, Head of Business Services, Office of the Chief Executive, attended and presented a report on the management of attendance for the year 2011/12 covering the period 1 April 2011 to 31 March 2012.

It was reported that the full time equivalent days lost in 2011/12 were 7.15 days against a target of 7.12 days which, whilst narrowly missing the target, equated to a reduction of 9% against the 7.86 days lost in 2010/11.

Overall, there was a positive picture with 54% of staff having no sickness, an increase of 8% on 2010/11.

It was reported that the top three reasons for sickness absence in 2011/12 were: mental health (24%), musculo-skeletal (13%) and medical/hospital (13%), all of which have risen since 2010/11. The figures for mental health included both work related and personal with work related stress seeing a reduction of 2%.

The contract for the occupational health service ended on 31 March and a temporary extension was being negotiated whilst a review of the service was undertaken. Once this was complete there would be a clearer picture of the levels of support which would be required in the future.

It was intended to set the same target for next year and also to split the target into six-monthly seasonal targets.

It was agreed that it would be useful for the information tables in future reports to include the number of staff in each Directorate and the Lancashire County Commercial Group to give a clearer picture.

**Resolved:** - That the report, now presented, be noted.

## **6. Optimising the Review Process for Carers**

Barbara Lewis, Head of Support, Planning and Review, Adult and Community Services Directorate, attended and presented a report setting out an update as to how the review process for carers could be improved to allow more carers to be assessed, reviewed and supported in 2012/13.

The report recommended that, at present, the managing review activity within financial year option should be implemented which would manage activity, ensuring that opportunities for respite are provided as required and maintaining the current voucher scheme until the proposed carers break fund had been fully considered.

The possibility of duplicating the current process for the next financial year, issuing vouchers across financial years option, had been explored but this would have a significant impact on existing finance processes and resources. It was also noted that no further changes were being made to the Integrated Social Services Information System (ISSIS) as this system was due to be replaced in the future.

It was suggested and agreed that the managing review activity option be piloted in a particular area during this financial year to test any proposed changes and therefore gain maximum improvements when the new approach was further 'rolled out'. It was agreed that the Cabinet Committee be informed of the details of the pilot once the pilot had been established.

**Resolved:** - That:

- (i) The report, now presented, be noted;
- (ii) At present, the managing review activity within financial year option be implemented;
- (iii) That a pilot to test any proposed changes takes place in the current financial year and that details of that pilot be reported back to the Cabinet Committee in due course.

## **7. Urgent Business**

There was no urgent business to be considered.

**8. Date of Next Meeting**

The Cabinet Committee noted that its next meeting would be held on Tuesday 3 July 2012 at 2.00pm in Cabinet Room 'D', County Hall, Preston.

I M Fisher  
County Secretary and Solicitor

County Hall  
Preston