

Cabinet

September 2020

Total Performance Monitor – June 2020

Report by the Director of Finance and Support Services

Electoral division(s): All

Summary

The attached Total Performance Report (TPM) provides an overview of performance across the County Council for the first quarter of 2020/21. It gives information from a range of perspectives including financial, key performance indicators, workforce and risk management all of which is reported on an outturn forecast basis.

The financial forecasts include the costs from the Covid-19 pandemic offset by the additional grants announced by the Government. The forecasts included for Covid-19 reflect our submission in the monthly return to the Government. The impact of the pandemic on the council's finances for 2020/21 and future years is uncertain and projections will be updated as the demand on council services, council tax base and funding become known.

Currently we are projecting a potential overspend between £9m and £19m for this financial year for both the impact of Covid-19 and business as usual activities.

The performance indicators have been reviewed in light of the pandemic as well as setting out changes to performance indicators reflecting service specific issues.

Cabinet is asked comment on but otherwise **to note**

- the projected overspend position in 2020/21 and the proposed mitigation measures and potential impact on reserves set out on page 11
- the performance indicators, workforce indicators and corporate risk register

Recommendation

- (1) Approve the proposed amendments to the performance indicators set out on pages 40 to 43 to reflect the suspension of a number of performance measures resulting from Covid-19 and new and amended targets for Children, Young People and Learning.
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Proposal

1 Background and context

- 1.1 The attached Total Performance Report (TPM) provides an overview of performance across West Sussex County Council for the first quarter of 2020/21. It brings together information from a range of perspectives including financial, key performance indicators, workforce and risk management all of which is reported on an outturn forecast basis.

2 Detail

- 2.1 Since the budget was approved in February 2020, the council has needed to deal with the impact of the pandemic significantly changing the priorities of the council in the first quarter of the year and impacting on planned activities and the financial costs facing the council.
- 2.2 Currently the council is expected to incur £50m of costs beyond those anticipated in the February 2020 budget and the government to date has provided £41.4m of funding for the pandemic. Additional costs for track and trace, cycleways and footpaths and infection control have been or will be incurred funded through specific ring-fenced grants. A report to Full Council on the 18th of September 2020 will set out the process for allocating these grants and any future grants relating to the pandemic to the council's budgets.
- 2.3 The net outturn position for 2020/21 is likely to be between £9m and £19m largely resulting from dealing with Covid-19. These costs include additional costs, loss of income and the failure to deliver agreed savings programmes as staff have been diverted to deal with the response to the pandemic. The on-going impact on council's finances is not known and is dependent on the time it takes for the economy to recover, the impact on employment for residents and on the demand for council services particularly for demand-led services such as adults requiring care and children and families in need of support.
- 2.4 Some performance indicators set out in the West Sussex Plan 2017-2022 will not be met because of the pandemic. Many of these indicators relate to education and, due to the lock down imposed, the targets set will not be met. These indicators are shown on pages 40 to 43 of the report. It is proposed these indicators are kept separate from the indicators not impacted by Covid-19 to ensure clear tracking of progress.
- 2.5 In addition, two new performance measures and five amended performance measures are proposed for Children Young People and Learning. The measures reflect the new targets developed as part of the improvement plan.
- 2.6 The change to remote working is reflected in our workforce statistics set out on pages 83 to 84. There has been an adverse impact on sickness absence with increased sickness due to stress and anxiety. A new risk has been put onto the corporate risk register recognising concern about the mental and physical wellbeing of staff and actions being developed to address this.
- 2.7 In addition, the increased demand placed on staff dealing with the impact of Covid-19 and delivering government initiatives such as support for vulnerable residents, early discharge from hospital, new cycleways, track and trace and health and safety guidance to services, schools and the care market has

created a challenging environment for staff. An additional risk has been added to corporate risk register to reflect this.

3 Other options considered (and reasons for not proposing)

The Performance Indicators could have remained consistent with previous years and not reflected the impact of the pandemic or service changes, however, this option would not reflect the council's performance in the current environment.

4 Consultation, engagement and advice

- 4.1 The Total Performance Monitor is reviewed by the Executive Leadership Team (ELT) to ensure performance is understood and action is undertaken to drive improvements as required.
- 4.2 The Performance and Finance Scrutiny Committee reviews the TPM quarterly and makes recommendations to the relevant Cabinet Member and/or refers to other scrutiny committees as appropriate.

5 Finance

- 5.1 The financial impact is set out in the Total Performance Monitor Report.

6 Risk implications and mitigations

- 6.1 The corporate risk register is included to show the key risks facing the council and the planned action to mitigate the risks where possible.

7 Policy alignment and compliance

- 7.1 Reporting on the council activities through the Total Performance Monitor to Cabinet is part of the governance of the council, ensuring and enabling scrutiny by members and the public.

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Appendices

Appendix A – Total Performance Monitor
Appendix 1 – Revenue Budget Monitor – June 2020
Appendix 2 – Covid-19 grants
Appendix 3 – MTFP Update
Appendix 4 – Children First Improvement Plan
Appendix 5 – Fire Improvement Plan
Appendix 6 – Savings June 2020
Appendix 7 – Capital Monitor Narrative
Appendix 8 – Workforce KPIs Q1 2020
Appendix 9 – Risk Register

Background papers

None