



## Corporate Services Scrutiny Committee

### Briefing Paper

Report of: Jo Payne, Policy & Performance Officer  
Date: Thursday, 9th April 2009  
Open

## Performance Management Audit

### 1. Summary

- 1.1 The purpose of this paper is to apprise Members of the Audit Commission's report on the Council's performance management arrangements, and to make recommendations to Cabinet.

### 2. Background

- 2.1 The Audit Commission's annual audit & inspection plan for 2008/09 included a review of the Council's performance management framework. The audit was carried out during October 2008.
- 2.2 The Council's framework is attached as Appendix A to this paper. The Audit Commission's report is contained in Appendix B.

### 3. Key Issues

- 3.1 The key issues are set out in the Main Conclusions section on pages 6 and 7 of the report. These are expanded in some detail from page 9 of the report.
- 3.2 The next step is to agree the action to be taken and a draft action plan is set out on page 23 of the report. This has been agreed in principle with the report's author, Audit Commission inspector Philip Morgan.
- 3.3 The timescales and allocation of responsibilities will be agreed by CMT during March 2009. This will coincide with the new officer structure agreed by Council on 25 February 2009.

**4. Options**

- 4.1 The action plan picks up the key issues and themes contained in the report. The Committee is asked to consider this and make any recommendation(s) as appropriate to Cabinet on the implementation of the action plan.
- 4.2 Progress can be monitored as part of the Committee's future work programme. It will also be monitored by the Audit Commission in the autumn of 2009 as part of the Audit & Inspection Plan for 2009/10.

**5. Consultation**

- 5.1 The report has been considered by CMT and circulated to all employees.

**6. Appendices**

- 6.1 Appendix A – Council Performance Management Framework
- 6.2 Appendix B – Audit Commission report and Council action plan  
*This appendix has been circulated electronically and a public inspection copy is available on request. (See front cover for details)*

**Officer Contact Details:**

Jo Payne  
Policy & Performance Officer  
01562 732722