



Corporate Resources Scrutiny Committee

Briefing Paper

Report of: Jo Payne, Policy & Performance Officer
Date: Thursday, 15th April 2010
Open

Performance Management Action Plan Update

1. Summary

1.1 To inform Members of progress against the Performance Management Action Plan as agreed by the Audit Commission.

2. Background

2.1 Performance management arrangements are becoming increasingly important in the development of the government's new local performance framework. Local authorities are expected to be able to manage all aspects of their performance both locally and in conjunction with their partners, including those on the local strategic partnership.

2.2 In 2008, an Audit Commission (AC) audit of the council's performance management arrangements reported that the council had a sound and improving overall performance management framework. However the council's arrangements were not fully embedded resulting in slower than needed ongoing improvement.

2.3 A number of recommendations were made and these were developed into the Performance Management Action Plan.

2.4 In December 2009 the AC assessed progress against the Action Plan and found that the council continues to make steady progress in developing and improving its performance management arrangements, however the progress in implementing some of the recommendations has been slower than originally planned due to the significant organisational change the council has experienced since April 2009.

3. Key Issues

3.1 Work is progressing in a number of key areas many of which have been addressed through a more rigorous business planning process with emphasis on outcomes and target setting which are challenging yet realistic.

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- 3.2 Progress against the Action Plan and proposed action for 2010/11 is shown in Appendix 1.
- 3.3 Subject to agreement from this Committee, the proposed actions and timescales will be worked up in line with the Directorate Business Plans.
- 3.4 Member may wish to note that performance management is a theme of the Transformation Programme.

4. Options

- 4.1 That the Committee note progress against the Performance Management Action Plan and agreed the proposed further action for 2010/11.

5. Consultation

- 5.1 Transformation Board

6. Related Decisions

- 6.1 None

7. Relevant Council Policies/Strategies

- 7.1 Performance Management Framework

8. Implications

- 8.1 Resources: None.
- 8.2 Equalities: None.
- 8.3 Partnership working: Some Action from the Performance Management Action Plan refers to joint working with partners. These Actions will be clearly communicated to those partners involved.
- 8.4 Human Rights: None.
- 8.5 E-Government: None.
- 8.6 Best Value: None.

9. Equality Impact Needs Assessment

- 9.1 N/A

10. Wards affected

- 10.1 N/A

11. Appendices

- 11.1 Performance Management Action Plan Progress Report and proposed actions for 2010/11.

12. Background Papers

- 12.1 None.

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