



Corporate Resources Scrutiny Committee

Briefing Paper

Report of: Jo Payne
Policy & Performance Officer
Date: Thursday, 9th September 2010
Open

Performance Management Action Plan Progress 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 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.

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

2.3 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.

2.4 The Action Plan was updated and approved by this Committee in April 2010. It was also agreed that progress would be reported on a six-monthly basis.

3. Key Issues

3.1 Members will be aware that the Government announced in August that the AC is to be disbanded. Although the Council's Performance Management Action Plan originates from an AC assessment, there is still value in continuing the implementation and monitoring of the plan to ensure that improvements in our performance management arrangements continue to be developed and improved.

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With resources limited, it is increasingly important that we effectively monitor our performance and have processes in place to ensure we continue to provide value for money and maintain service levels.

In addition, as the Government have implied that Councils will be responsible for self regulation it is prudent to ensure robust processes and measures are fully embedded.

It is therefore proposed to continue the Performance Management Action Plan until the end of the current reporting framework in 31 March 2011.

3.2 Progress against the Action Plan up to 31 August 2010 is shown in Appendix 1.

3.3 Work is progressing in a number of key areas including:

- Outcomes guidance
- Business Planning
- Benchmarking

4. Options

4.1 That the Committee note progress against the Performance Management Action Plan.

5. Consultation

5.1 Councillor Tracey Onslow - Cabinet Member for Community & Partnership Services
Linda Collis - Director for Community & Partnership Services
Alison Braithwaite - Corporate Development & Improvement Manager

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 Actions from the Performance Management Action Plan refer 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.

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8.6 Transformation: Performance Management is a theme of the Transformation Programme.

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 up to 31 August 2010.

12. Background Papers

None

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