

PLANNING AND PERFORMANCE MANAGEMENT UPDATE

1 INTRODUCTION

- 1.1 The Council is making good progress in embedding performance management in service delivery. The Planning and Performance Management Framework (PPMF) sets the context for this and now requires to be updated.
- 1.2 This report summarises some of the key areas of progress that the Council has made in implementing PPMF and recommends that a further report be brought to the Audit Committee later in the year.

2 RECOMMENDATION

- 2.1 That the Audit Committee:
- Note the progress being made on implementing PPMF
 - Agree to a further report being brought to the Audit Committee detailing the revised PPMF

3 DETAIL

- 3.1 The Council has been making good progress in embedding performance management in service delivery. Performance management is a feature of quarterly meetings between the Chief Executive and Executive Directors where performance successes, challenges and planned actions to address challenges are discussed. Quarterly reports are presented to the Council's Executive Committee and member scrutiny takes place of the Departmental and Council scorecards.
- 3.2 Annual Performance Reviews set out the progress made by each Head of Service against their agreed service plan and reports were presented to the Council's Executive in 2010 giving significant detail on successes, challenges and agreed improvement actions by service. These reviews were based on the Public Service Improvement Framework, which has now been adopted fully by the Council and is being rolled out across all services. The implementation of PSIF will contribute further to improved performance management through enabling a robust self assessment process to be embedded.
- 3.3 The Council and Community Planning Partnership have adopted a new Vision and set of values that inform the Corporate Plan and the Community

Planning Partnership. These have been subject to discussion, debate and consultation with elected members, employees, partners, and the public.

- 3.4 The Council's Corporate Plan has been reviewed and is now a simplified document based on the new vision and values. The Plan clearly identifies priority outcomes for the Council that are linked directly to National Outcomes. All service plans have identified outcomes that now relate directly to Corporate Outcomes. The Corporate Plan was developed over a period from June to December 2010 and was subject to discussion, consultation and engagement with elected members and employees.
- 3.5 The Community Planning Partnership has agreed to revise the Community Plan and combine it with the Single Outcome agreement. This will establish clear links between the partnership's priorities and the Plan and will reflect the new Vision and Values.
- 3.6 The Planning and Performance Management Framework must now be updated to reflect the progress that has been made.

4 CONCLUSION

- 4.1 The Council is making good progress towards embedding performance management across services and has moved towards a more outcome focussed approach to service planning. This necessitates a revision of the current PPMF.

5 IMPLICATIONS

- 5.1 Policy None
- Financial None
- Human Resources None
- Legal None
- Equal Opportunities None

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