

PERFORMANCE MANAGEMENT QUARTERLY REPORT

1 INTRODUCTION

- 1.1 This report updates the audit committee on the progress being made on managing performance across the Council.
- 1.2 The highlight of this report is the change that has been made to the Council scorecard which now reports directly on Corporate Outcomes contained within the Corporate Plan, which in turn contribute to national outcomes.

2 RECOMMENDATION

- 2.1 It is recommended that the Audit Committee note the progress being made in relation to performance management across the Council.

3 DETAIL

- 3.1 The Council has been developing its approach to performance management for a number of years, moving from performance information to performance management.
- 3.2 The PPMF, which is attached, has been refreshed in 2011 to reflect the new council structure.
- 3.3 The Council adopted a new Corporate Plan in 2011 that identified corporate outcomes and linked service outcomes to these. These are also mapped to the Scottish Government's National Outcomes.
- 3.4 A new Council scorecard was introduced to the Executive in August 2011 which shows progress against that Corporate Outcomes. This can be further interrogated link through to service outcomes.
- 3.5 The Community Planning Partnership has recently undertaken a self assessment of its effectiveness. Recommendations from this will feed into a revised community plan/SOA and to the structure of the partnership.
- 3.6 The Council is also reviewing its political management arrangements and recommendations will be considered in 2012.
- 3.7 Performance management as a core skill for Council employees is the next

key stage of refreshing the PPMF.

- 3.7 All of these issues will influence the PPMF and further updates and review will be carried out as appropriate.

4 CONCLUSION

- 4.1 The Planning and Performance Management Framework continues to be the structure against which performance is planned and measured. It will continue to be updated to reflect the ongoing improvements in the Council

5 IMPLICATIONS

Policy	None
Financial	The plans set out in the PPMF set out the financial objectives of the Council's service delivery commitments
Personnel	None
Legal	None
Equal Opportunities	None

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