

Committee: Performance Select

Agenda Item

Date: 24 June 2008

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Title: Performance Management Arrangements

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Item for decision

Summary

1. This Committee has previously identified a range of performance indicators on which it wishes to receive detailed information.
2. This report seeks to establish an appropriate practice for reporting performance against those indicators – at senior management level; committee level; and through the Voluntary Improvement Board.

Recommendations

3. That the Committee
 - Approves the arrangements proposed in this report for 2008/09; and
 - Reviews the process at its meeting on 14 May 2009.

Background Papers

None

Impact

4.

Communication/Consultation	Communication on performance is carried out via Utterings, Uttlesford Life, Members' Bulletin and specific service briefings.
Community Safety	None
Equalities	None
Finance	None
Human Rights	None
Legal implications	None
Sustainability	None
Ward-specific impacts	None

Workforce/Workplace	None
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Situation

5. This Committee has previously identified a range of performance indicators on which it wishes to receive detailed information, namely –
 - All corporate indicators (There are currently 27 corporate indicators);
 - Service indicators that are 5% or more off target (There are currently 32 service indicators); and
 - National indicators that are 5% or more off target.

6. Members will be aware that a Voluntary Improvement Board has been set up as part of the external support to the Council and to supplement the capacity building funding and support being provided by the Improvement & Development Agency (IDeA) and Improvement East. As part of its role, the Board has requested that performance against 10 indicators which it feels will provide an indication of the Council’s ‘corporate health.’ These indicators are all within the range that is to be reported to this Committee.

7. In terms of the regular reporting of indicators within the Council, the following practice is proposed:
 - Performance against all indicators to be considered by Strategic Management Board (SMB);
 - The indicators mentioned in paragraph 5 above to be reported to this Committee, together with any others that SMB consider should be brought to the attention of the Committee;
 - Reports to the Voluntary Improvement Board on the lines requested; and
 - Reports to Policy Committees as appropriate and when this Committee wishes to draw specific attention to any particular service area.

8. The Committee is asked to confirm these arrangements, which will be reviewed prior to 2009/10.

Risk Analysis

9.

Risk	Likelihood	Impact	Mitigating actions
Failure to adequately	1	2	Performance management

monitor performance has an adverse impact on service delivery and results in corrective action involving external agencies.			arrangements already in place, and will be enhanced by the action proposed in this report.
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- *1 = Little or no risk or impact*
- *2 = Some risk or impact – action may be necessary,*
- *3 = Significant risk or impact – action required*
- *4 = Near certainty of risk occurring, catastrophic effect or failure of project.*