

BROMSGROVE DISTRICT COUNCIL

PERFORMANCE MANAGEMENT BOARD

DATE 20 JANUARY 2009

PERFORMANCE MANAGEMENT STRATEGY

Responsible Portfolio Holder	Cllr Mike Webb, Portfolio Holder for Customer Care & Service
Responsible Head of Service	Hugh Bennett, Assistant Chief Executive
Non Key Decision	

1. SUMMARY

- 1.1 To present the proposed Performance Management Strategy to The Board

2. RECOMMENDATION

- 2.1 That The Board notes the Performance Management Strategy and the Implementation Action plan contained within it at Appendix 2 of the attached Strategy and makes recommendations to Cabinet as deemed appropriate (noting the timescale for submission to Cabinet as set out in para 3.3).
- 2.2 That The Board notes that progress on achieving the Implementation action plan will be reported to the Performance Management Board.

3. BACKGROUND

- 3.1 The Council has, for some while, had a performance management framework which defines the linkages between the various key strategic planning documents, e.g. Corporate Plan and Business Plans (see section 1.4 in the attached Strategy document).
- 3.2 This Performance Management Strategy has been developed in order to steer the Council's further progress on its performance improvement journey. The strategy has been developed by taking into account recognised best practice in other authorities rated good or excellent that also score highly on performance management in their CPA assessments, as well as anticipating future implications and expectations of the new Corporate Area Assessment regime due to be implemented by the Audit Commission in 2009.
- 3.3 This report will be submitted for Cabinet approval in March 2009, in line with the Forward Plan.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no financial implications

5. LEGAL IMPLICATIONS

5.1 There are no legal implications.

6. **COUNCIL OBJECTIVES**

6.1 Performance reporting & management links to the Improvement objective

7. **RISK MANAGEMENT**

7.1 The main risks associated with the details included in this report are:

- Poor progress on implementation of the action plan associated with the strategy

7.2 This risk is being managed as follows:

- Regular reporting to Performance Management Board

8 **CUSTOMER IMPLICATIONS**

8.1 Performance Improvement is a Council Objective

9. **EQUALITIES AND DIVERSITY IMPLICATIONS**

9.1 There are no implications for the Council's Equalities and Diversity Policies.

10. **VALUE FOR MONEY IMPLICATIONS**

10.1 ■ There are no VFM implications

11. **OTHER IMPLICATIONS**

Procurement Issues	None
Personnel Issues	None
Governance/Performance Management	– Production of the performance report supports the aim of improving performance & performance management
Community Safety including Section 17 of Crime & Disorder Act 1988	None
Policy	None
Environmental	None

12. **OTHERS CONSULTED ON THE REPORT**

Please include the following table and indicate 'Yes' or 'No' as appropriate. Delete the words in italics.

Portfolio Holder	Yes(At Leader's Group)
Chief Executive	Yes (at CMT)
Executive Director (Partnerships & Projects)	Yes (at CMT)
Executive Director (Services)	Yes (at CMT)
Assistant Chief Executive	Yes

Head of Service	Yes
Head of Financial Services	Yes (at CMT)
Head of Legal, Equalities & Democratic Services	Yes (at CMT)
Head of Organisational Development & HR	Yes (at CMT)
Corporate Procurement Team	Yes (at CMT)

13. **WARDS AFFECTED**

All Wards’.

14. **APPENDICES**

Appendix 1 Performance Management Strategy

15. **BACKGROUND PAPERS**

None

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