

**BROMSGROVE DISTRICT COUNCIL**

**CABINET**

**4TH MARCH 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 Cabinet

**2. RECOMMENDATION**

- 2.1 That Cabinet approves the Performance Management Strategy and the Implementation Action plan contained within it.

**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.

**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

**Contact officer**

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