

Public
Key Decision - No

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Performance Management Framework Refresh

Meeting/Date: Cabinet – 14th November 2023

Executive Portfolio: Executive Councillor for Customer Services

Report by: Performance and Data Analyst

Ward(s) affected: All

Executive Summary:

The purpose of this report is to share with Members an updated version of the Performance Management Framework which was approved in 2017.

The framework is important because it sets out the principals of how Huntingdonshire District Council will manage, report and scrutinise performance. A refresh was needed following the adoption of the Corporate Plan 2023/24, which set out a new approach to monitoring, managing and reporting our performance, with greater focus on the delivery of our outcomes. The Framework also references recent changes to how Government will monitor our performance and will help us prepare for expected amendments to statutory guidance on the Best Value Duty, as set out in a recent consultation.

Recommendations:

The Cabinet is

RECOMMENDED

- (a) to approve the revised Performance Management Framework; and
- (b) to authorise the Chief Executive to set out a timetable for corporate or finance peer challenges and make arrangements for these to take place.

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to set out principals for how Huntingdonshire District Council will manage, report and scrutinise performance through the proposed Performance Management Framework 2023.

2. BACKGROUND

- 2.1 This version replaces the Performance Management Section of the Performance Management and Data Quality Framework approved by Council in 2017. This refresh of our Performance Management Framework is needed following the adoption of a new Corporate Plan that has set out a new approach to monitoring, managing and reporting our performance, with greater focus on the delivery of our outcomes.
- 2.2 The framework no longer includes our Data Quality Framework. Whilst the principles in our existing Data Quality Framework are likely to still apply, we are proposing to replace this with a Data Quality Policy, developed with stakeholders to ensure best practice is adopted Council wide. During the interim period (until this work has taken place and the Policy is adopted), it is proposed that the Data Quality Framework contained within the Performance Management Framework 2017 will still apply.
- 2.3 The framework has been updated to reflect our focus on delivering outcomes rather than undergoing any significant revision but is supported by more detail in the framework. The Framework states why performance management is important and the value it holds at different levels within the organisation. It states how we plan, deliver, monitor and review performance, including the way work in partnership with others to enable and influence better outcomes for our residents. Our approach to acting on performance management checks that financial and performance decisions are aligned and that resources are focussed on supporting the key priorities. Responsibilities of roles in relation to performance management are stated and information is provided about how Corporate Governance ensures that there is a sound system of internal control which facilitates the effective exercise of the Council's functions.
- 2.4 The framework describes how the Council complies with duties set out in the Local Government Act 1999, which makes arrangements to secure continuous improvement in the way in which our functions are exercised. The revised framework also takes into account the proposals within the new consultation seeking views on statutory guidance for local authorities on the Best Value Duty which took place in July and August 2023. Where possible, we have reflected the expectations set out in the consultation in this revised Framework.

3. COMMENTS OF OVERVIEW & SCRUTINY

- 3.1 The Panel received the Performance Management Framework Report at its meeting on 1st November 2023.

- 3.2 The Panel had no comments to make on the report and were informed that this would be added to the Cabinet report in order for Cabinet to make a decision on the recommendations.

4. KEY IMPACTS

- 4.1 The key impact is that everyone in the Council will be clear about how performance is managed within the Council, its value and the responsibilities they have.

5. LINK TO THE CORPORATE PLAN, STRATEGIC PRIORITIES AND/OR CORPORATE OBJECTIVES

- 5.1 Aligning Performance Management to the Council's cyclical strategic planning process ensures our performance is monitored effectively and reviewed continually.

6. REASONS FOR THE RECOMMENDED DECISIONS

- 6.1 There is a clear and understandable expectation that the Council is accountable for and transparent about the services and outcomes we deliver to local residents and service users. It is our responsibility to manage performance of our services in a way that is open, accessible, suitable, complies with statutory duties and appropriate to local needs. Performance management also informs how we can be as efficient and effective as possible while delivering good quality, high value for money services.

7. LIST OF APPENDICES INCLUDED

Appendix 1 – Performance Management Framework 2023

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