

PERFORMANCE MONITORING (Report by the Head of Policy)

1. INTRODUCTION

- 1.1 The purpose of this report is to present performance management information on the achievement of objectives in “Growing Success” – the Council’s Corporate Plan – to Cabinet.

2. BACKGROUND INFORMATION

- 2.1 In January 2007 the Council adopted a revised Corporate Plan, “Growing Success”, which included around 50 short, medium and long term objectives to help achieve aims and ambitions for Huntingdonshire’s communities and the Council itself. In addition, the Council has identified a small number, 12, of objectives which were considered to be a priority for the immediate future.

3. PERFORMANCE MANAGEMENT

- 3.1 Progress against all 50 or so objectives is reported to the Chief Officers Management Team on a quarterly basis. A progress report from each Head of Service includes performance data in the form of achievement against a target for each of the objectives that those services contributes towards and is supported by narrative on achievements and other issues or risks.
- 3.2 In addition, the Overview and Scrutiny Panels exercise an important role in the Council’s “Comprehensive Performance Management Framework” by regularly reviewing performance data. In adopting the updated version of Growing Success, and in particular in prioritising objectives, it was agreed that Members of the Panels should concentrate their monitoring on a small number of objectives to enable them to take a strategic approach which in turn would build confidence that the Council priorities are being achieved. In addition Members can view all performance reports on the Council’s intranet or on request. This broader performance information is of particular help to Members of the Panels in undertaking their review and scrutiny functions.

Executive members at the November Cabinet meeting requested that the Overview and Scrutiny Panel’s deliberations were summarised and appended to this report. However, due to the timing of the Overview and Scrutiny Panel’s meeting and the distribution of the Cabinet agenda the Panels comments will now be circulated separately.

4. PERFORMANCE MONITORING

- 4.1 The following performance data is appended for consideration:

Annex A – a summary of the achievements, issues and risks relating to the objectives identified by the Heads of Service. The summary is presented in accordance with the division of priorities between the Overview and Scrutiny Panels – Service Support and Service Delivery.

Annex B – sets out performance data in tabular form from services across the Council which contribute to the priority objectives. For each measure there is a target, actual performance against the target and a forecast for the next period, together with a field for comments, where appropriate. The actual column is colour coded as follows:

- ◆ green – achieving target or above;
- ◆ amber – between target and an ‘intervention level’ (the level at which performance is considered to be unacceptable and action is required);
- ◆ red – the intervention level or below; and
- ◆ grey – data is currently unavailable.

Annex C – Council Improvement Plan – a rolling plan of actions identified following internal or external reviews such as the Comprehensive Performance Assessment, Use of Resources Assessment, Direction of Travel Statement and the Annual Governance Statement.

5. REVIEW OF GROWING SUCCESS

In line with the agreed process it was intended to initiate the annual review of Growing Success (objectives/targets etc) so that an updated version could be presented to members by end of June. However, the preparation of a new Sustainable Community Strategy (SCS) and Local Area Agreement (LAA) for Cambridgeshire presents an opportunity for the Council to examine our organisational objectives and targets so that we can contribute to these broader outcomes for the benefit of Huntingdonshire. The timing of these documents mean the review of Growing Success will take place in late summer and be submitted to the Council in September. It is proposed this will be adopted as the timetable for the review of Growing Success in future years as this provides a better fit with the Councils business planning, budget, MTP and service planning process

6. RECOMMENDATION


It is recommended that Cabinet consider the results of performance for priority objectives.

BACKGROUND INFORMATION

Performance Management reports produced from the Council’s CPMF software system

Growing Success: Corporate Plan

Council Improvement Plan: Comprehensive Performance Assessment, User of Resources Action Plan, Annual Governance Statement

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