

**OVERVIEW AND SCRUTINY PANELS
(SOCIAL WELL-BEING)
(ENVIRONMENTAL WELL-BEING)
(ECONOMIC WELL-BEING)**

**2ND NOVEMBER 2010
9TH NOVEMBER 2010
11TH NOVEMBER 2010**

**PERFORMANCE MANAGEMENT
(Report by the Cabinet)**

1. INTRODUCTION

- 1.1 At its meeting on 21st October 2010, the Cabinet reconsidered a report by the Overview and Scrutiny Panels on their deliberations and proposals in response to the Council's performance against its priority objectives.
- 1.2 Councillors J D Ablewhite, S J Criswell and P M D Godfrey were in attendance at the meeting to present the report and answer questions on the conclusions that had been reached.

2. THE CABINET'S DELIBERATIONS AND DECISIONS

- 2.1 Executive Members' attention has been drawn to the comments of the Corporate Plan Working Group concerning expenditure on the employment of external consultants and the need to address the strategic and future direction and development of the Council.
- 2.3 The Cabinet has noted the Panels' views in respect of external consultants. In so doing, the Cabinet has referred the matter back to the Corporate Plan Working Group for further review to include the criteria used in the appointment of consultants and an assessment of the cost and value gained from using them. Executive Members have invited Panel Chairmen to attend a future meeting to present the conclusions reached by the Working Group.
- 2.4 In referring to the Panels' recommendation concerning the Council's search for financial savings, the Cabinet has informed Panel Chairmen that contributions have been and currently are being sought from a variety of sources including all Members, employees, local businesses and the public.
- 2.5 The Cabinet has responded to the Panels' views on reviewing the Corporate Plan. A review of the Council's priorities, aims and objectives and consequent service provision and levels is currently underway generally and specifically in terms of the work being undertaken to prepare budgets for 2011/12 and future years. The Cabinet has indicated that the views of the Corporate Plan Working Group, the Overview and Scrutiny Panels and those expressed during the consultation exercises will be taken into account as part of the review process.
- 2.6 Finally, the Cabinet has informed Panel Chairmen that a review of the Council's policy framework and performance management systems is underway and will take account of Government announcements on national performance arrangements. The review is intended to incorporate measures to improve the understanding and transparency of the Council's performance and activities. It has also been noted that the Redundancy Policy and Voluntary Release Scheme recently adopted by the Employment Panel

contains clear guidance on the criteria to be used in determining proposals or applications for the release of employees.

3. CONCLUSION

- 3.1 Members of the Overview and Scrutiny Panels are invited to note the contents of this report.

BACKGROUND PAPERS

Cabinet Minutes and Reports of the meeting held on 16th September and 21st October 2010.

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