

**PERFORMANCE MANAGEMENT**  
**(Report by the Overview and Scrutiny Panels)**

**1. INTRODUCTION**

- 1.1 The Overview and Scrutiny Panels for Social Well-Being, Economic Well-Being and Environmental Well-Being have considered a report by the Head of People, Performance and Partnerships on the Council's performance against its priority objectives. This report sets out the Panels' views on the performance levels achieved.

**2. COMMENTS**

- 2.1 The Overview and Scrutiny Panels have endorsed the comments of the Corporate Plan Working Group, which are reflected in the following paragraphs.

**Social Well-Being**

- 2.2 The Working Group has accepted the reason given for the red rating for the target relating to affordable housing (commitments) on qualifying sites.
- 2.3 Members have noted the performance levels achieved by the Council in preventing the number of households from becoming homeless. Some concerns have been expressed at the potential impact of budgetary cuts on the achievement of the aims and objectives of the Homelessness Strategy, which is due to be considered by the Cabinet at its meeting on 23<sup>rd</sup> June 2011. It has, however, been noted that the Council has recently approved a New Council Plan and "prevent and deal with homelessness" has been endorsed as a Council priority. In addition, it has been reported that the Government has announced that the Homelessness Prevention Grant paid to Council will continue in 2011/12 and 2012/13 and may continue for the two following years. Furthermore, the grant has increased from £60k pa. to ££84 k pa. Having welcomed this, the Panel has indicated that it will look at the impact on the Council of changes to the Benefit system, which will reduce the Council's homelessness prevention options.
- 2.4 Members of the Working Group have noted the performance of the Leisure Centres over the reporting period.

**Economic Well-Being**

- 2.5 The Panel has noted the red rating for the targets relating to the key activity for the performance and delivery of the thematic groups and the submission of performance reports to the HSP Executive and HSP Board. This can be attributed to the cancellation of partnership meetings over the reporting period, including the HSP Executive and HSP Board. The Council's partnership arrangements are currently being reviewed. Members have requested that they are involved in the review process.

- 2.6 Further to previous queries raised by the Working Group, the Policy and Strategic Services Manager has reported on the level of employee absence from sickness experienced at the Council. The number of sick days per employee at the Council has been calculated as being 6.8 days, which compares favourably with the national and private sector comparisons of 9.6 and 7.7 days respectively.
- 2.7 In noting the amber rating for the measure relating to the proportion of External Funding actions that are on track, Members have referred the action which has been identified as not being on track to the Social Well-Being Panel's Voluntary Sector Working Group for further investigation.
- 2.8 With reference to Annex B, the details of the "Make It Your Market" initiative have been circulated to Members for information purposes. In particular Members are interested in the project's timescales and the long term benefits of the initiative.
- 2.9 Clarification has been sought on the meaning of the comment that "Recruitment is picking up again" as reported by the Head of People, Performance and Partnerships in Annex B of the report. This refers to the fact that a number of posts that were being held vacant are now being advertised.

#### **Environmental Well-Being**

- 2.10 In noting the red rating for the proportion of Physical Infrastructure Development activities that are on track, the Working Group has received copies of the Local Economy Strategy, with a view to looking at this matter.
- 2.11 Referring to Annex B, Members of the Working Group have queried the means by which energy reduction trials at two of the Council's car parks are being undertaken. Information on this has been sought from the Head of Environmental Management.
- 2.12 Whilst noting the achievements reported in Annex B relating to progress with the Business Improvement District scheme, clarification has been received by the Policy and Strategic Services Manager of the schemes' objectives.
- 2.14 In noting the risks reported in Annex B relating to occupancy levels at the CreativeXchange in St Neots, the Panel has invited the Head of People, Performance and Partnerships to a future meeting to discuss the project and the role of Partners within it. It was further agreed that an update should also be provided on the St Ives Enterprise Centre.

### **3. NEW COUNCIL PLAN – FUTURE PERFORMANCE MANAGEMENT**

- 3.1 Consideration is currently being given to the Council's future performance monitoring mechanisms for the New Council Plan which was approved in April 2011. Members have placed on record their wish to continue their involvement with the monitoring of the Plan. The actions and targets to be reported in the future is being discussed by Chief Officers and Heads of Service.

3.2 Comment also has been made upon the impact of the transfer of responsibility of public health to the County Council and whether appropriate performance monitoring measures and mechanisms are in place? Additionally, the impact of this upon the scrutiny of the Local Strategic Partnership in the future has also been considered.



### 3. CONCLUSION

3.1 All three Overview and Scrutiny Panels have reviewed the performance levels that the Council has achieved in the period to 31<sup>st</sup> December 2010. The Cabinet is invited to consider the Panels' comments as part of its deliberations on the report by the Head of People, Performance and Partnerships.

### BACKGROUND INFORMATION

Notes of the Corporate Plan Working Group.

Minutes and Reports of the meetings of the Overview and Scrutiny Panel (Social Well-Being), Overview and Scrutiny Panel (Environmental Well-Being) and Overview and Scrutiny Panel (Economic Well-Being).

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