

**Public
Key Decision - Yes**

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Corporate Plan and Performance Management Framework

Meeting/Date: Council – 30 April 2014

Executive Portfolio: Councillor J D Ablewhite, Executive Leader

Report by: Interim Corporate Team Manager

Wards affected: All

Executive Summary:

Our Corporate Plan outlines the Council's vision and priorities for the next two years (2014-2016). The headline plan is attached to this report. A full corporate plan, including a work programme with key actions for 2014/15, is being worked on with service managers and will be presented to councillors shortly.

The Performance Management Framework is how the Council makes sure it stays focused on the right areas, monitor progress and take action when identifying issues. It clearly maps out roles and responsibilities for councillors and staff for managing performance. It will be the guide for how the Council do things.

Recommendation:

That the Corporate Plan and Performance Management Framework be adopted.

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1. WHAT IS THIS REPORT ABOUT/PURPOSE?

1.1 This report is to present and agree a one page Corporate Plan and a new Performance Management Framework for the Council.

1.2 Further work to under-pin the Corporate Plan is under-way and will be presented shortly. This will include a work programme and key actions for 2014/15, together with a basket of proposed corporate health indicators.

2. WHY IS THIS REPORT NECESSARY/BACKGROUND

2.1 The Council needs a clear vision with priorities for how it will achieve the outcomes it wants. Performance management is how councillors and staff will ensure that the key actions in the work programme are delivered.

3. COMMENTS OF OVERVIEW & SCRUTINY PANEL

3.1 Overview and Scrutiny Panels have commented on earlier drafts of the one page Corporate Plan and this final version has been updated to account for that input.

4. KEY IMPACTS/RISKS? HOW WILL THEY BE ADDRESSED?

4.1 The key impact is that everyone in the Council will be clear about the vision and priorities and their role in helping to deliver it.

- ◆ Officers will be clear about what is important and their role
- ◆ Financial planning will be more clearly linked to corporate planning
- ◆ Councillors will know what information they will get and when
- ◆ Portfolio Holders will be able to hold officers to account
- ◆ Scrutiny councillors will have the information they need to hold portfolio holders to account

5. WHAT ACTIONS WILL BE TAKEN/TIMETABLE FOR IMPLEMENTATION

5.1 Once the Corporate Plan and Performance Management Framework are adopted, they will be used to further develop the corporate plan and re-focus the activities of our scrutiny panels.

6. LINK TO THE LEADERSHIP DIRECTION

6.1 The Leadership Direction has informed the Corporate Plan and will be superseded by it.

7. CONSULTATION

7.1 None

8. LEGAL IMPLICATIONS

8.1 None

9. RESOURCE IMPLICATIONS

9.1 There are no immediate resource implications. We are already monitoring and reporting on our performance in our current quarterly reports. The new

proposals are for this to be sharper and more focused on the corporate priorities.

10. OTHER IMPLICATIONS

10.1 None

11 REASONS FOR THE RECOMMENDED DECISIONS

11.1 We need to be clear about what we are doing, why we are doing it and what impact it is having. The only way to do this effectively is by implementing an annual corporate and budget planning cycle and checking up on our performance.

12. LIST OF APPENDICES INCLUDED

Appendix 1 – Huntingdonshire Corporate Plan 2014 - 16

Appendix 2 – Huntingdonshire Performance Management Framework April 2014

BACKGROUND PAPERS

None

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