

# **Report to Finance and Performance Management Scrutiny Panel**



**Date of meeting: 12 January 2010**

**Portfolio:** Performance Management (Councillor R. Bassett)

**Subject:** Key Priority Objectives 2009/10 and 2010/11

**Responsible Officer:** S. Tautz (01992 564180)

**Democratic Services Officer:** A. Hendry (01992 564246)

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## **Recommendations/Decisions Required:**

- (1) That the Scrutiny Panel consider performance for the first eight months of 2009/10, in relation to the Council's key priority objectives for the year; and**
- (2) That the Council's adopted key priority objectives for 2010/11 be noted.**

1. The Local Government Act 1999 and the Best Value regime previously required all local authorities to publish an annual Best Value Performance Plan (BVPP). Although the statutory requirement to publish a BVPP was removed from 2009/10, this process traditionally provided an opportunity for the Council to articulate its key priority objectives for each year. The annual identification of key priority objectives provides an opportunity for the Council to focus specific attention on how existing weaknesses will be addressed, opportunities exploited and better outcomes delivered for local people.

2. It is important that relevant performance management processes are in place to review and monitor performance against the Council's key objectives, priorities and targets, to ensure their continued achievability and relevance, and to identify proposals for appropriate corrective action in areas of under performance. No other options are available in this respect. Failure to monitor and review performance against key objectives, priorities and targets, and to take corrective action where necessary, could have negative implications for the Council's reputation and for judgements made about the authority in the Comprehensive Area Assessment and similar corporate assessment processes. The Council could decide not to set any specific key priority objectives for 2010/11, although this might mean that opportunities for improvement were lost.

3. Progress against the Council's key priorities and objectives is an area of inspection focus in the Managing Performance element of the new Comprehensive Area Assessment process introduced in April 2009. The Managing Performance assessment has replaced the former Direction Of Travel report, as the annual assessment of the progress the Council is making towards achieving improvement in the services it delivers to the public, and is intended to identify and reflect efforts to put in place plans to secure improvement. It is therefore important to ensure that relevant performance management processes are in place to review and monitor performance against the authority's key objectives, and to agree proposals for corrective action in areas of current under performance.

4. The Council's key priority objectives for 2009/10 were adopted by the Cabinet at its meeting on 5 February 2009. A schedule detailing current performance (November 2009) against the key priority objectives was considered by the Cabinet at its meeting on 21

December 2009, and is attached as Appendix 1 to this report. Final outturn performance in respect of the key priority objectives for 2009/10 will be reported to the Cabinet and the Scrutiny Panel in June 2010.

5. During the last year, the Council has implemented arrangements for the alignment of its business, budget, and workforce planning and development processes into a clear framework to enable the authority to focus on key priorities, improve performance and the way that performance is managed, and to improve communication and consultation on key priorities. As a consequence of these new arrangements, the Council's key priority objectives for 2009/10 were agreed by the Cabinet much earlier in the planning cycle than in previous years. However, in order to improve the authority's planning processes further, it was accepted at that time that the identification of key priority objectives for 2010/11 and future years would need to be brought forward, in order to ensure alignment with the preparation of the budget and directorate business plans for next year.

6. For 2010/11, the Leader of the Council indicated that specific priority objectives should be identified for each portfolio (in addition to appropriate 'corporate' priorities), based on key areas highlighted in the draft budget for 2010/11 and that, as for 2009/10, particular regard should be had to the identification of priorities relevant to the current economic climate. Portfolio Holders therefore met with individual service directors during November and December 2009 in order to determine the detail of these key member objectives, which were also agreed by the Cabinet at its meeting on 21 December 2009, and are attached as Appendix 2 to this report.

7. Although the key priority objectives identified by individual Portfolio Holders and adopted by the Cabinet will no longer be published within a BVPP, they will be incorporated within respective directorate business plans for 2010/11. Formal performance reports against the key priority objectives will be made to the Cabinet and the Scrutiny Panel after six months and at year-end.

8. The Scrutiny Panel is requested to consider progress against the Council's key priority objectives for 2009/10, and to note the key priority objectives adopted by the Cabinet for 2010/11.

#### **Resource Implications:**

Resource requirements for any proposals for corrective action in respect of areas of current under-performance set out in this report will need to be identified.

#### **Legal and Governance Implications:**

There are no legal implications or Human Rights Act issues arising from the recommendations in this report, which ensure that the Council monitors progress and reports against the achievement of its corporate priorities.

#### **Safer, Cleaner and Greener Implications:**

There are no implications arising from the recommendations in this report for the Council's commitment to the Nottingham Declaration for climate change, the corporate Safer, Cleaner and Greener initiative, or any Crime and Disorder issues within the district.

#### **Consultation Undertaken:**

Current performance against the objectives and actions contained in the Council Plan 2006-2010 and the Cabinet's key priority objectives for 2008/09 have been reported by each appropriate Service Director.

#### **Background Papers:**

None

**Impact Assessments:**

***Risk Management***

The respective service director will have identified any risk management issues arising from proposals for corrective action in respect of areas of current under-performance in relation to the Council's key priority objectives for 2009/10, as set out in this report

***Equality and Diversity:***

Did the initial assessment of the proposals contained in this report for relevance to the Council's general equality duties, reveal any potentially adverse equality implications?

No. The content of this report has no specific equality implications. However, the respective service director will have identified any equality issues arising from the identification of the Council's adopted key priority objectives for 2010/11.

Where equality implications were identified through the initial assessment process, has a formal Equality Impact Assessment been undertaken? N/A

What equality implications were identified through the Equality Impact Assessment process?  
N/A

How have the equality implications identified through the Equality Impact Assessment been addressed in this report in order to avoid discrimination against any particular group? N/A