

## **Report to the Cabinet**

**Report reference: C-042-2010/11**  
**Date of meeting: 6 December 2010**



**Portfolio: Performance Management.**

**Subject: Key Objectives 2010/11 – Progress Report.**

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

**Democratic Services: Gary Woodhall (01992 564470).**

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### **Recommendations/Decisions Required:**

**(1) That the Cabinet consider performance for the first six months of 2010/11, in respect of the Council's key objectives for the year.**

### **Executive Summary:**

The Local Government Act 1999 and the Best Value regime previously required all local authorities to publish an annual Best Value Performance Plan (BVPP), detailing priorities for the year ahead. 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 objectives and priorities for each year.

As part of the ongoing development of a new four-year Corporate Plan, a range of specific key objectives for 2010/11 was adopted by the Cabinet at its meeting on 19 April 2010. The key objectives reflect national and local priorities and specific service improvements, and are intended to provide a clear statement of the Council's overall intentions for the year. The key objectives contain specific targets and outcomes, and on-going performance is reported to the Cabinet and the Overview and Scrutiny Committee on a six-monthly basis.

### **Reasons for Proposed Decision:**

The annual identification of key objectives provides an opportunity for the Council to focus specific attention on how areas for improvement will be addressed, opportunities exploited and better outcomes delivered for local people.

It is important that relevant performance management processes are in place to review and monitor performance against the Council's objectives, to ensure their continued achievability and relevance, and to identify proposals for appropriate corrective action in areas of under performance.

### **Other Options for Action:**

No other options are appropriate in this respect. Failure to monitor and review performance against key objectives and outcomes, and to take corrective action where necessary, could have negative implications for the Council's reputation and for judgements made about the authority in corporate assessment processes.

### **Report:**

1. The Council's key objectives for 2010/11 were adopted by the Cabinet at its meeting on 19 April 2010. A schedule detailing six-month performance (at 30 September 2010) against the key objectives is attached as Appendix 1 to this report.

2. Progress against the Council's key priorities and objectives was formerly an area of inspection focus in the Managing Performance element of the Comprehensive Area Assessment (CAA) process introduced in April 2009. The Managing Performance theme comprised the annual assessment of the progress the Council was making towards achieving improvement in the services it delivers to the public, and was intended to identify and reflect efforts to put in place plans to secure improvement. Whilst the Cabinet will be aware that CAA has been abolished by the Coalition Government, it nevertheless remains important to ensure that relevant performance management processes are in place to review and monitor performance against the authority's key objectives, and to consider proposals for corrective action in areas of current under performance.

3. As the Cabinet is aware, the Council has sought to align its business, budget, and workforce planning and development processes over recent years, and these arrangements have provided an opportunity for the key objectives for each year to be incorporated within individual Directorate Business Plans, thereby further linking the various elements of the Council's performance management framework. For 2010/11, the key objectives were set by the Cabinet alongside the setting of the budget for the year, representing significant improvement over previous arrangements where key objectives were not determined until early in each municipal year, long after the budget for the year had been adopted. Service Directors are currently discussing the identification of draft key objectives for 2011/12 with individual portfolio holders, with regard to these informing the development of Directorate Business Plans for next year. These will be considered as part the joint Cabinet and Management Board meeting, to be held on 15 December 2010.

4. The Cabinet is requested to consider six-month performance against the Council's key objectives for 2010/11. This progress report was considered by the Overview and Scrutiny Committee at its meeting on 29 November 2010, and any views of the Committee in respect of progress against specific key objectives will be reported to the Cabinet meeting. Service Directors will be in attendance at the meeting to respond to any issues in respect of current performance against specific key objectives.

5. Outturn reports in respect of the key objectives for 2010/11 will be made to the Cabinet and the Overview and Scrutiny Committee, early in the 2011/12 municipal year.

#### **Resource Implications:**

Resource requirements for any proposals for corrective action in respect of areas of current under-performance set out in this report will be identified by the respective service director.

#### **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:**

Six-month performance (at 30 September 2010) against the key objectives adopted for 2010/11, has been reported by the respective service director(s).

## **Background Papers:**

None.

## **Impact Assessments:**

### Risk Management:

The respective service director(s) 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 objectives for 2010/11, 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(s) will have identified any equality issues arising from proposals for corrective action in respect of areas of current under-performance in relation to the Council's key objectives for 2010/11, as set out in this report.

*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.