

Report to: Finance and Performance Management Scrutiny Panel

Date of Meeting: 12 February 2007



Portfolio: Finance, Performance Management and Corporate Support Services

Subject: Council Plan 2006-2010, Comprehensive Performance Assessment Improvement Plan and Essex Local Area Agreement – Performance Monitoring Arrangements

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Committee Secretary: A. Hendry (Ext 4246)

Recommendations:

That the Scrutiny Panel note arrangements for the future monitoring and reporting of performance against targets and objectives contained in the Council Plan for 2006 to 2010, the Comprehensive Performance Assessment Improvement Plan, and the Council's priorities within the Local Area Agreement for Essex.

Report:

Background

1. (Head of Human Resources and Performance Management) Over the course of the last year, the Scrutiny Panel has received reports in connection with the adoption or review of the following corporate plans and strategies:
 - the Council Plan for 2006 to 2010;
 - the Comprehensive Performance Assessment (CPA) Improvement Plan; and
 - the Essex Local Area Agreement (LAA).
2. As members will be aware, each of these important documents contains a range of objectives and targets to be achieved over the short to medium-term. Progress towards the completion of these actions is to be monitored by the Scrutiny Panel in line with its other performance management and monitoring functions.
3. Given its high-level nature, it is proposed that performance towards the achievement of objectives and targets contained in the new Council Plan should be monitored on an annual basis. Notwithstanding that the Plan has only recently been issued to members in its finalised design, the document itself is almost a year old and will therefore be due for its first review at the end of March 2007. In view of the countywide importance of the Council's contribution to the success of the Essex LAA, it is suggested that performance against the LAA actions and targets adopted by the authority should be subject of quarterly report to the Scrutiny Panel, alongside performance reporting on the actions remaining outstanding from the CPA Improvement Plan and the Key Performance Indicators (KPIs).

4. The relevant objectives and targets arising from the respective action plans for the Council Plan and the LAA, and the outstanding actions in the CPA Improvement Plan, are currently being assimilated into the Council's performance management system in order that performance reports can be produced in a similar format to those recently introduced for the KPIs. Formal performance reporting will therefore commence during the first cycle of meetings in the 2007/08 municipal year, with reports being made to both the Scrutiny Panel and the Cabinet.
5. The Scrutiny Panel is requested to note these performance monitoring arrangements

Reason for decision:

6. To ensure that the Council monitors progress and reports against the achievement of corporate priorities, countywide objectives, and improvement in those areas identified by the CPA process.

Options considered and rejected:

7. None. The proposed arrangements for monitoring progress against priorities, objectives, and improvement mirror those introduced for the Council's adopted Key Performance Indicators.

Consultation undertaken:

8. Performance against actions and targets contained in the Council Plan, LAA and the CPA Improvement Plan will be reported by each appropriate Head of Service. Performance reports will also be submitted to Management Board.

Resource implications:

Budget/Personnel/Land: The respective Head of Service will identify the resource requirements for any proposals for corrective action in respect of areas of current under-performance set out in future performance reports

Council Plan/BVPP Reference: Council Plan Section 8 – 'How we Measure Our Achievements'.

Relevant Statutory Powers: None

Background Papers: None

Environmental/Human Rights Act/Crime and Disorder Act Implications: As set out in respective performance reports for individual targets and actions

Key Decision reference: (if required) None