

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting17th May 2012

1. Title of Item/Report

Performance Management Framework

2. Record of the Decision

Consideration was given to a report relating to a Performance Management Framework.

Following the changes nationally in relation to performance management requirements and the inspection and assessment landscape, members were provided with a proposed approach for the Council.

The proposed performance management framework consisted of a number of strands:

- The Needs Assessment and Planning aspects
 - i. Joint Strategic Needs Assessment
 - ii. Residents Survey/Viewpoint
 - iii. Annual Crime Survey
 - iv. Sustainable Community Strategy
 - v. SCS delivery plan
 - vi. Council Plan
 - vii. Service Plans
 - viii. Performance and Development Appraisals

- The Review, Reporting and challenge aspects (internal monitoring and evaluation)
 - i. Service Groupings
 - Management Teams
 - Improvement Clinics
 - Discussions with Cabinet portfolio holder
 - ii. CMT report/Improvement Clinics
 - iii. Cabinet
 - iv. Executive Scrutiny
 - v. Council
 - vi. Stockton Renaissance
 - vii. Annual review/report for the public

viii. Internal audit

- The Review, Reporting and challenge aspects (external regulation and challenge)
 - i. Inspection
 - ii. Peer challenge and review (sector self-regulation)
 - iii. Awards and assessments (e.g., Customer Excellence, IIP, APSE)
- Recording performance – the feasibility of developing a bespoke database appropriate to the Council's needs and further improving its performance management processes was being investigated with Xentrall.
- Financial and risk management
- Data quality

The approach was intended to be proportionate and sought to achieve a balance between an overly bureaucratic approach to performance management and one that was so minimal that it put the authority at risk in terms of accountability to Elected Members, the general public, government and the regulators. It also sought to recognise the constantly changing environment in which local government was operating and the need to be as flexible as possible whilst ensuring a confidence amongst the Executive, Elected Members, key partners, staff and the public that the Council had appropriate mechanisms in place for managing its performance.

RESOLVED that the performance management framework be agreed.

3. Reasons for the Decision

To introduce a coherent balanced performance management framework.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

None

7. Date and Time by which Call In must be executed

By no later than midnight on Friday 25 May 2012

Proper Officer
21 May 2012