

North East Derbyshire District Council

Cabinet

5 December 2019

Council Plan 2019 - 2023 Performance Management Framework

Report of Councillor Martin Thacker MBE JP, Leader of the Council and Portfolio Holder for Overall Strategic Leadership

This report is public

Purpose of the Report

- To present the draft Council Plan 2019-2023 Performance Management Framework to Cabinet and request that it is recommended to Council for adoption.

1 Report Details

- 1.1 The Council Plan 2019-2023 was adopted by Council on 3rd September 2019.
- 1.2 This took place following formal consultation which commenced on 22nd July 2019 and ran until 23rd August 2019. Full details of this consultation were outlined in the 3 September Council report.
- 1.3 Following adoption of the Council Plan, development of the performance management framework has taken place across all service areas. This is key to ensuring that the Council delivers the priorities that have been agreed and effectively manages its performance against these.
- 1.4 The performance management framework is attached at **Appendix 1** of this report. Monitoring of progress will commence from quarter 3 (October – December 2019) and will be reported quarterly thereafter. All data relating to the targets will be included in the Council's performance management system (PERFORM). The Council will also receive an Annual Report on progress and individual departments will develop their own Service Plans to complement the Council Plan and agreed performance management framework.
- 1.5 It should be noted that, as many of the performance indicators are new, some benchmarking may be required in the first year of the Plan in order to effectively measure future performance thereafter. In addition, some information may not currently be readily available and this will require additional identification and sourcing. All of this work will be undertaken with the full involvement of Cabinet Portfolio Holders to ensure the most appropriate data is captured and reported upon for the lifetime of the Plan.

2 Conclusions and Reasons for Recommendation

- 2.1 Following the adoption of the Council Plan, it is appropriate to develop and approve a comprehensive performance management framework to ensure that progress can be measured and effectively monitored.

3 Consultation and Equality Impact

- 3.1 The Strategic Alliance Management Team have been fully involved in the development of the performance management framework alongside Cabinet Portfolio Holders. This will be cascaded down throughout the organisation as part of the Council's Performance Development Review process ensuring that all staff are aware of the Council Plan and its performance priorities.
- 3.2 In addition, an Equality Impact Assessment has been developed for the Council Plan and updated as part of the consultation. This was presented to Council in September with the Council Plan and included specific priorities included to ensure that equality and diversity are embedded into the work of the Council.

4 Alternative Options and Reasons for Rejection

- 4.1 It is essential that the Council is able to effectively monitor its performance against the priorities that have been set. The option to not have a performance management framework has therefore been rejected.

5 Implications

5.1 Finance and Risk Implications

The Council Plan will ensure that the Council has a clear set of priorities over the next four years and will enable performance to be monitored and measured throughout this period.

The Plan does not contain financial details. These will be provided through the regular financial monitoring processes for the Council and will also be presented through the Council's Medium Term Financial Plan.

5.2 Legal Implications including Data Protection

There are no legal or data protection implications in the development of the corporate plan.

5.3 Human Resources Implications

Employees and the trade unions have been consulted in relation to the Council Plan.

There are no direct human resource implications in the development of the Council Plan and the monitoring of performance. Specific targets have been included that support employees within the workplace.

6 Recommendations

- 6.1 That Cabinet approves the adoption of the Council Plan 2019-2023 Performance Management Framework
- 6.2 That the Chief Executive, in consultation with the Leader, be authorised to make any subsequent amendments required to the Council Plan 2019-2023 Performance Management Framework.

7 Decision Information

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: BDC: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> NEDDC: Revenue - £100,000 <input type="checkbox"/> Capital - £250,000 <input type="checkbox"/> <input checked="" type="checkbox"/> Please indicate which threshold applies	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
Has the relevant Portfolio Holder been informed	Yes
District Wards Affected	Not applicable
Links to Corporate Plan priorities or Policy Framework	All

8 Document Information

Appendix No	Title	
1	Draft Council Plan 2019-2023 Performance Management Framework	
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)		
Report Author		Contact Number
Karen Hanson - Joint Strategic Director – Place		7053