

PERFORMANCE MANAGEMENT RESOURCES

Introduction

At the November meeting of this Panel, Members asked whether it was possible to make further savings in the Performance Service as a result of changes in the Government's Inspection regime.

Current position

1. The Government has :
 - reduced the corporate inspection regime for Councils
 - rationalised corporate performance reporting
 - introduced three new Statutory Performance frameworks
2. The Performance Service was previously resourced to manage the corporate inspection regime and all performance management arrangements to meet both government and Council's own internal management requirements. The service comprised 11 staff with a total budget of £780k.
3. The Council's performance management requirements remain a key element of business management irrespective of government requirements. These are currently being reviewed by Senior Managers to ensure they reflect emerging changes in priorities.
4. Inspections previously involved staff from Adults and Children's Services dealing specifically with OFSTED and CQC and corporately within the Performance Team dealing with the broader council corporate inspection
5. The level of specific inspection for Adults and Children's services(People & Community Services) has not reduced and has in fact increased. The Performance Team will continue to support and assist with these inspections as revised arrangements develop.
6. The reduction in corporate inspection has already been addressed with a reduction of c50% in the staffing of the Performance Team to 4 dedicated staff and a reduction in the overall budget of c£300k (38%) in the last two years. The £51k saving included within this Service Action Plan represents the final element of the Performance Team reshaping and downsizing to create the overall £300k saving.

For information the service has been reshaped to meet the needs of the future organisation and comprises two key functions :

Strategic Performance:

Research analysis and evaluation of key national and local performance related information to:

- inform decision making,
- assess performance and VFM,
- challenge levels of performance to improve outcomes
- ensure the organisation is transparent and accountable.

Improvement (Including Culture Development)

- the development of the systems, processes and behaviours for effective performance management ensuring that accurate and timely management information is readily available
- Creating a 'Performance Management culture' at all levels of the organisation as part of the Councils culture development programme which this team is also responsible for managing.