

PERFORMANCE MANAGEMENT FRAMEWORK REVIEW**SERVICE HEADS MEETING ON 30 JUNE 2008****PERFORMANCE REVIEW TEAM MEETINGS**

- Portfolios overlap/reports - a concern/duplication
- Members (more than one attending) and vice versa are a problem re PRTs
- Portfolios and service delivery issues don't line up
- Time pressures / lack of interest from Members
- Paperwork – too much process – narrative (not focussed / duplication)
- Not exception based enough
- Not enough informal meetings with Cabinet members
- What is the balance of member involvement – strategic / operational
- Some of the PRT stuff is in BPs and not updated quarterly
- Much performance management information is not reported quarterly
- More focus on informal meetings to make PRTs strategic and exception based
- Members involvement in understanding performance – do they use Escendency
- Simpler reporting – required
- Shadow members – don't know who they are or what they are there to do
- Training – resource implications / respective roles

BUSINESS PLANNING

- Business planning – more involvement with staff
- Linkage with other plans, e.g. Asset Management Plan / BCP
- Impacts of business plans – on each other – cross cutting / support services
- Member role needs clarifying
- 3 year plans need to reflect work force planning / training issues