

Members Briefing

25 July 2006

Performance Management Framework

Introduction - Corporate Director (Finance and Performance)

New Arrangements (Head of Corporate Strategy)

- What are the new arrangements?
- Performance Review Teams (Terms of Reference/timetable)
- Quarterly Reports
- Escendency
- Project Management

Performance Management

New Framework, New System

- CPA Assessment 2004
- *“The key issue facing Lancaster is whether or not it wants to be more radical in its approach to improvement - if so championing and challenging the management of performance is central to success”*
- Key area in Corporate Improvement Plan

Background

- Audit Commission review February 2005
- " *.....a framework which outlines and clarifies roles and responsibilities.....* "

Key Areas for Improvement

- Clarifying the PM Framework
- More regular evaluation of performance
- Clarify the Cabinet & Scrutiny roles in performance

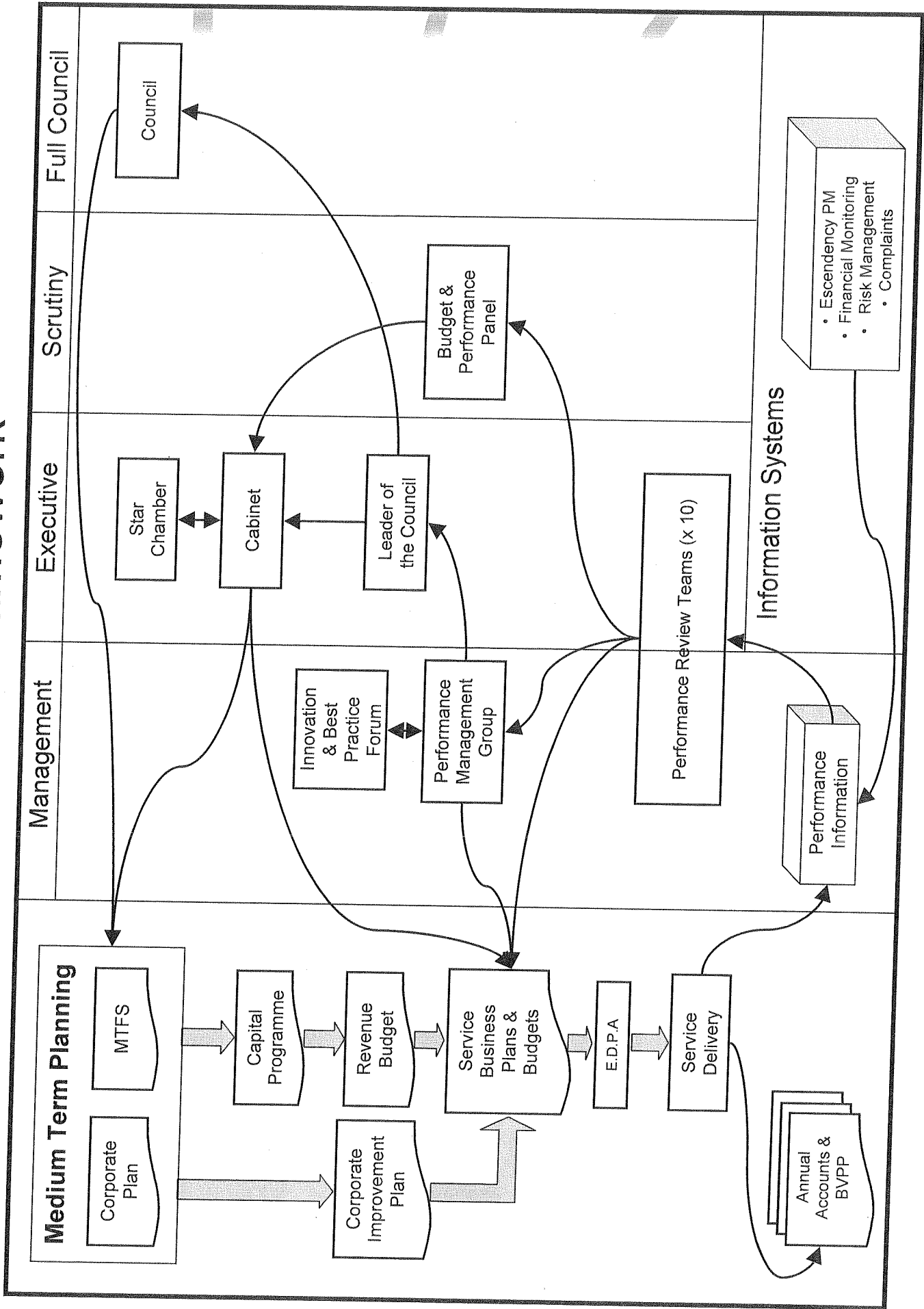
New Framework – Key Principles

- Portfolio holder accountability for performance
- 14 Performance Review Teams (PRTs)
- Abolition of Performance Review Committee
- Budget and Performance Panel
- Consolidation and integration of plans - 1 Improvement Plan
- Consistent, simple, regular, exception reporting (no duplication)
- Performance Management Group (Management Team plus HoCS and HoFS)

New Framework

- Approved by Cabinet on 13 December 2005
- Introduction from 1st January 2006
- First cycle of reporting due to commence in July 2006 and quarterly thereafter.

New PM Framework



What does this mean for us?

- Standard, quarterly “traffic light” reporting and officer/portfolio holder meetings
- PM information produced once, for all users using a standard template
- Quarterly meetings of Performance Review Teams (PRTs)
- Information available to Cabinet, members of O/S and BPP, all Councillors.
- Implementation of Escendency

Performance Review Teams

- Terms of reference have been established
- Meet to discuss and focus on the Cabinet members portfolio responsibility
- Only a few Members have portfolio responsibility for a whole Service.

‘Escendency’

- **Escendency system** is our web based real-time approach to performance management linking organisational objectives right down to individual activity within Services

It will:

- Standardise the planning and management approach across the Council.
- Culture change
- Real time reporting
- Provide a full audit trail for every target
- Improve accountability
- Improve scrutiny

Timetable

- Now
- Corporate Plan 2006/07 -
*“75% of Services reporting their
performance through Escendency by
March 2007” (All services by June 2007)*