
REPORT TO: FINANCE AND MANAGEMENT
COMMITTEE

AGENDA ITEM:

8

DATE OF MEETING: 7TH SEPTEMBER 2006

REPORT FROM: DEPUTY CHIEF EXECUTIVE

MEMBERS' CONTACT POINT: IAN REID (5790)

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SUBJECT: 'ACHIEVING MORE' -
PERFORMANCE MANAGEMENT
FRAMEWORK
OVERALL PERFORMANCE OF
FINANCE AND MANAGEMENT
COMMITTEE

REF: IR/SAC

WARD(S) AFFECTED: ALL

TERMS OF REFERENCE:

1.0 Recommendations

That the Committee

- 1.1 Notes the continuously improving performance within its' area of responsibility.
- 1.2 Reviews where performance is not on track and agree the proposed remedial measures in those cases.
- 1.3 Reports all agreed actions back to the Improvement Panel.

2.0 Purpose of Report

- 2.1 To report current performance levels in relation to this Committee's contribution to the Council's Corporate and Improvement Plans, the Community Strategy Action Plan as well as the Best Value Performance Indicators for which it is responsible. This performance has previously been considered by the Improvement Panel and, where appropriate, their comments and requests are included in the report.

3.0 Detail

- 3.1 An earlier report on this agenda contains details of current performance, broken down by service area responsible for delivery. These tables contain reports of the current position or performance level and assess whether the target will be achieved.

3.2 This report summarises the position in relation to this committee’s responsibilities and provides an opportunity for Members to note performance levels but also review those areas that are not “on track” to achieve the agreed target by the end of the year.

3.3 The information is detailed below and divided into the following headings

- Corporate Plan
- Improvement Plan
- Community Strategy Action Plan
- Best Value Performance Indicators

Corporate Plan

3.4 This committee has responsibility for 12 actions, of a total of 53, within the Corporate Plan and the current projected performance is shown in the table below.

Table 1: Corporate Plan – Projected performance against targets

Theme	On Track	At Risk	Probable Failure	Total
Total for Committee	24 (100%)	0 (0%)	0 (0%)	24
Total for Council	49 (92%)	4 (8%)	0 (0%)	53

All actions for this committee are “on track”, and therefore this excellent position requires no further review by the committee.

Improvement Plan

3.5 The Council’s Improvement Plan has 19 actions that mainly focus on internal business improvement issues. With one exception, these are all within the responsibility of this committee.

Table 2 Improvement Plan - Projected performance against targets

	On Track	At Risk	Probable Failure	Total
Total for Committee	18 (100%)	0 (0%)	0 (0%)	18
Total for Council	19 (100%)	0 (0%)	0 (0%)	19

All actions for this committee are “on track”, and therefore this excellent position requires no further review by the committee.

Community Strategy Action Plan

3.6 The Council has responsibility for 27 actions, from a total of 73, within the Community Strategy Action Plan. This committee does not have responsibility for any of these actions, which fall to the other 2 policy committees of the Council. The first action plan ran from July 2005 until July 2006, and therefore the reported position represents the “end of year” position on this plan. The Local Strategic Partnership has now agreed a new action plan, and progress on this will be reported at future meetings. The table below shows current projected performance for the Council’s targets.

Table 3: Community Strategy Action Plan – Projected performance against targets

Theme	Achieved	Partially Achieved	Not Achieved	Total
Total for Committee	0 (0%)	0 (0%)	0 (0%)	0
Total for Council	21 (77%)	5 (19%)	1 (4%)	27

Best Value Performance Indicators

3.7 Of a total of 85 Best value Performance Indicators across the Council, this committee has responsibility for 15. Of the overall total, we have specified 31 “priority indicators” and established a more demanding set of targets over the period of the plan for these. 12 of these priority indicators are within the responsibility of this committee.

We expect the priority indicators to

- Be above the lower quartile level by 2007
- Achieve upper quartile performance by 2009
- Continuously improve each year

A summary of BVPI performance for this committee is displayed in the table below

Table 4: Best Value Performance Indicators – Projected performance against targets

	On Track	At Risk	Probable Failure	Total
All Indicators (this committee)	17 (61%)	9 (32%)	2 (7%)	28
All Indicators (Council)	69 (81%)	11 (13%)	5 (6%)	85
Priority Indicators (this committee)	3 (38%)	4 (50%)	1 (12%)	8
Priority Indicators (Council)	24 (78%)	5 (16%)	2 (6%)	31

3.8 A summary of the indicators that are not “on track” together with the proposed remedial measures is included in table 6 below.

Table 5: Summary BVPI position of indicators for review by committee

BVPI No.	Description	Service	Target	Expected Outturn	Remedial Measures
Priority Indicators – Probable failure (Red)					
12	Sickness Absence per employee (days)	HR	8.50 days	9.50 days	Policy under review in consultation with Trade Unions
Priority Indicators – At risk of failure (Amber)					
156	Council buildings accessible to disabled people	F&PS	70.00%	70.00%	Plans in place for delivery this year. Outcome not certain at this stage but will be calculated later.
78a	Benefits: time for new applications	REVENUE	24.0	24.0	Staffing difficulties have reduced performance. Situation should be resolved by September.
78b	Benefits: time for change of circumstances	REVENUE	5.2	5.2	Staffing difficulties have reduced performance. Situation should be resolved by September.
174	Racial incident recorded / 100,000 population	IT&CS	2.00 incidents reported	2.00 incidents reported	Support from Derby Race Equality Council not yet in place. Issue being actively pursued.
Non-priority indicators – Probable failure (Red)					
11c	% top earners who have a disability	HR	6.00%	0.00%	Two tick accreditation in place which will be used in future recruitment advertising
Non-priority indicators – At risk of failure (Amber)					
16a	The percentage of staff declaring that they meet the Disability Discrimination Act definition	HR	4.31%	4.30%	Downturn in performance following resignation of staff who had classed themselves as disabled in accordance with the DDA.
17a	The percentage of local authority employees from ethnic minority communities	HR	0.91%	0.9%	Continue to use range of options to advertise vacancies including dedicated sites linked to our e-recruitment website.
79b(ii)	HB overpayments recovered during the period as a percentage of the total amount of HB overpayment debt	REVENUE	22.00%	22.00%	Calculated for the first time this quarter. Review of processes to be undertaken.
79b(iii)	HB overpayments written off during the period as a percentage of the total amount of HB overpayment debt	REVENUE	20.00%	20.00%	No cases put for write-off yet.
175	The percentage of racial incidents that resulted in further action	IT & CS	50.00%	50.00%	Awaiting Representative from Derbyshire CRE to work with us on developing and promoting the racial incident reporting.

4.0 Financial Implications

- 4.1 There are no specific financial implications relating to this report. The need to continually improve whilst delivering the ambitions of the new corporate plan will require a sustained efficiency programme including the shifting of resources to the priority areas.

5.0 Corporate Implications

- 5.1 The Council aspires to be an "excellent" Council in order to deliver the service expectations of our communities. This performance report evidences a further significant improvement in how we are meeting those demands and expectations.

6.0 Conclusions

- 6.1 This Committee's performance levels of 100% on the Corporate Plan and Improvement Plan actions are excellent. However, performance on achieving our targets for the Best Value Performance Indicators, particularly our priorities, falls behind the corporate average and the levels achieved in previous years.
- 6.2 The performance being delivered within the Committee's services are generally of a high standard and are improving. The committee can take pride in this achievement, which is the product of the focus and hard work of both employees and Members.
- 6.3 Whilst the performance where we are not on track is generally of a high standard, we must not lose focus on the targets we have set ourselves, and the improvements that they will deliver for the community. The committee should satisfy itself that the remedial measures proposed for the Best Value Performance Indicators, especially our priorities, are satisfactory and able to be delivered.

