

# Cabinet Meeting

## 22 July 2015

<b>Report title</b>	Performance Management Framework	
<b>Cabinet member with lead responsibility</b>	Councillor Roger Lawrence Leader of the Council	
<b>Key decision</b>	Yes	
<b>In forward plan</b>	Yes	
<b>Wards affected</b>	All	
<b>Accountable director</b>	Keith Ireland, Managing Director	
<b>Originating service</b>	Transformation	
<b>Accountable employee(s)</b>	Charlotte Johns	Head of Transformation
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<b>Report to be/has been considered by</b>	Strategic Executive Board	19 May 2015
	Executive Team	3 June 2015
	C3 Scrutiny Panel	16 June 2015
	Cabinet	22 July 2015

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### Recommendation(s) for action or decision:

The Cabinet is recommended to:

Agree the Performance Management Framework.

## **1.0 Purpose**

- 1.1 The purpose of this paper is to seek approval for the Council's Performance Management Framework.

## **2.0 Background**

- 2.1 As part of the Future Performance objective of the Council's corporate plan priority of a 'Confident Capable Council' the Performance Management Framework sets out for the first time our approach to ensuring we how we use information, data and business intelligence in order to make decisions, drive service improvement and to ensure a consistent and robust approach to performance management throughout the organisation.
- 2.2 The Performance Management Framework is one of the key stages on the 'Golden Thread' page of the 'Wolverhampton Way' document – which sets out our approach to delivery.

## **3.0 Our Approach**

- 3.1 The Performance Management Framework has been developed by building on good practice already in operation in some parts of the organisation, and articulating what will be our corporate approach to managing performance in the council.
- 3.2 The framework is based on a 'Plan – Do – Review – Revise' approach, to cover both our business and service planning and performance management activity in the council.
- 3.3 The Performance Management Framework is underpinned by a more specific action plan, included in Appendix A of the document, and more detailed plans which form the work plan within the Transformation service area. Resources will be reconfigured in order to support the delivery of the plan within the service area.
- 3.4 This document was subject to pre-decision scrutiny at the Confident Capable Council Scrutiny Panel on 16 June, and was welcomed.

## **4.0 Financial implications**

- 4.1 The Performance Management Framework is part of the Future Performance work stream. The C3 programme is intended to deliver transformation, improve efficiency and the increase the quality of services and will, therefore, directly contribute towards the delivery of the Medium Term Financial Strategy, including challenging savings requirements.
- 4.2 It will be necessary to procure a business intelligence and analytic dashboard solution, such as Qlikview. It is anticipated that this will be funded from existing ICT capital programme budgets.

[GE/27052015/S]

## **5.0 Legal implications**

5.1 There are no legal implications arising from this report.  
[RB/22052015/V]

## **6.0 Equalities implications**

6.1 Breaking down our data by protected characteristics wherever possible is an important part of meeting our duty under the Equalities Act, and this will be part of performance reports and dashboards wherever possible.

## **7.0 Environmental implications**

7.1 There are no environmental implications arising from this report.

## **8.0 Human resources implications**

8.1 The Council's restructure policy will be followed when reviewing any structures for a central business intelligence team.

## **9.0 Corporate landlord implications**

9.1 There are no corporate landlord implications.