

# PERFORMANCE MANAGEMENT FRAMEWORK

## PROGRAMME AREA RESPONSIBILITY: CORPORATE AND CUSTOMER SERVICES

**CABINET**

**23RD JUNE, 2005**

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### **Wards Affected**

None

### **Purpose**

To approve the revised Performance Management Framework attached as Appendix 1.

### **Key Decision**

This is not a Key Decision.

### **Recommendation**

**THAT the revised Performance Management framework be approved.**

### **Reasons**

The Council first adopted a Performance Management Framework in May 2003. Since then, and following the appointment of a Head of Performance Management later that year there have been significant developments and improvements made to elements of the framework. These have now been brought together into one document, the revised Performance Management Framework.

### **Considerations**

1. Performance Management is an important aspect of the Council's governance. It is vital that processes and systems are applied consistently across the Council and that the most up to date approach is being used. The revised Performance Management Framework ensures that the necessary elements are easily accessible, both to Members and officers. The document will be made available as part of the Rocket Science toolkit and posted on the Council's intranet

### **Alternative Options**

There are no alternative options

### **Risk Management**

Poor management of the Council's performance may result in lack of effective use of resources carrying reputational and financial implications. It is also an important element of the upcoming CPA and not applying consistent Performance Management approaches could lead to a reduction in the Council's score and consequent category.

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Further information on the subject of this report is available from  
Sue Griffiths, Head of Performance Management on 01432 260476

## **Consultees**

Relevant internal officers have been consulted. No external consultation was felt appropriate.

## **Background Papers**

None identified.