

INTEGRATED PERFORMANCE REPORT

PROGRAMME AREA RESPONSIBILITY: CORPORATE AND CUSTOMER SERVICES AND HUMAN RESOURCES

CABINET

1ST SEPTEMBER, 2005

Wards Affected

County-wide

Purpose

To receive a progress report on the arrangements now in hand to integrate the performance and other management activity necessary to successfully implement the Corporate Plan.

Key Decision

This is not a Key Decision

Recommendation

THAT progress towards a fully integrated performance management system be noted.

Reasons

The Council's Corporate Plan sets out the Council's objectives, priorities and targets for the three years 2005-08. The Annual Operating Plan is the detailed "action plan" for the first of these years, 2005-06. The attached report summarises progress so far in the first four months of the year.

Considerations

1. The majority of the ambitions in the Herefordshire Plan will be delivered through cross-service partnership working. The Corporate and Annual Operating Plans reflect this, and represent the Council's contribution to the successful delivery of the Herefordshire Plan's strategy. Bringing all of the Council's service and financial management together in an integrated format encourages managers to work cooperatively, with mutual support where necessary, and also ensures that the whole managerial effort is directed towards pursuit of the agreed corporate objectives

Alternative Options

For practical purposes there is no realistic alternative approach to be considered. In the past, and in other Councils, individual Directorates can and do contribute to the pursuit of corporate objectives. But experience demonstrates that an integrated approach produces better results and is better appreciated by the Council's partners. This is particularly relevant in the context of the successful negotiation of Local Public Service Agreements with Central Government and the potential to secure a Local Area Agreement, a delivery approach which is based on successful, integrated performance management.

Risk Management

As above, good integrated performance management produces efficiencies, and encourages successful partnership working. Its absence makes these benefits harder to achieve.

Consultees

Relevant internal officers have been consulted. No external consultation has been felt necessary.

Background Papers

None identified.