

Performance Management

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April 2013

Introduction

- **Background**
- **Current Position**
- **Overview of Performance Management Framework**
- **Key Challenges**
- **Moving Forward**

Background

- **Strong history of performance management in Council**
- **Best Value, Comprehensive Performance Assessment (CPA) and Comprehensive Area Assessment (CAA) key improvement tools in the past**
- **Demise of Audit Commission has resulted in less top down control but...**
- **Move towards increased sector and own self regulation and improvement**

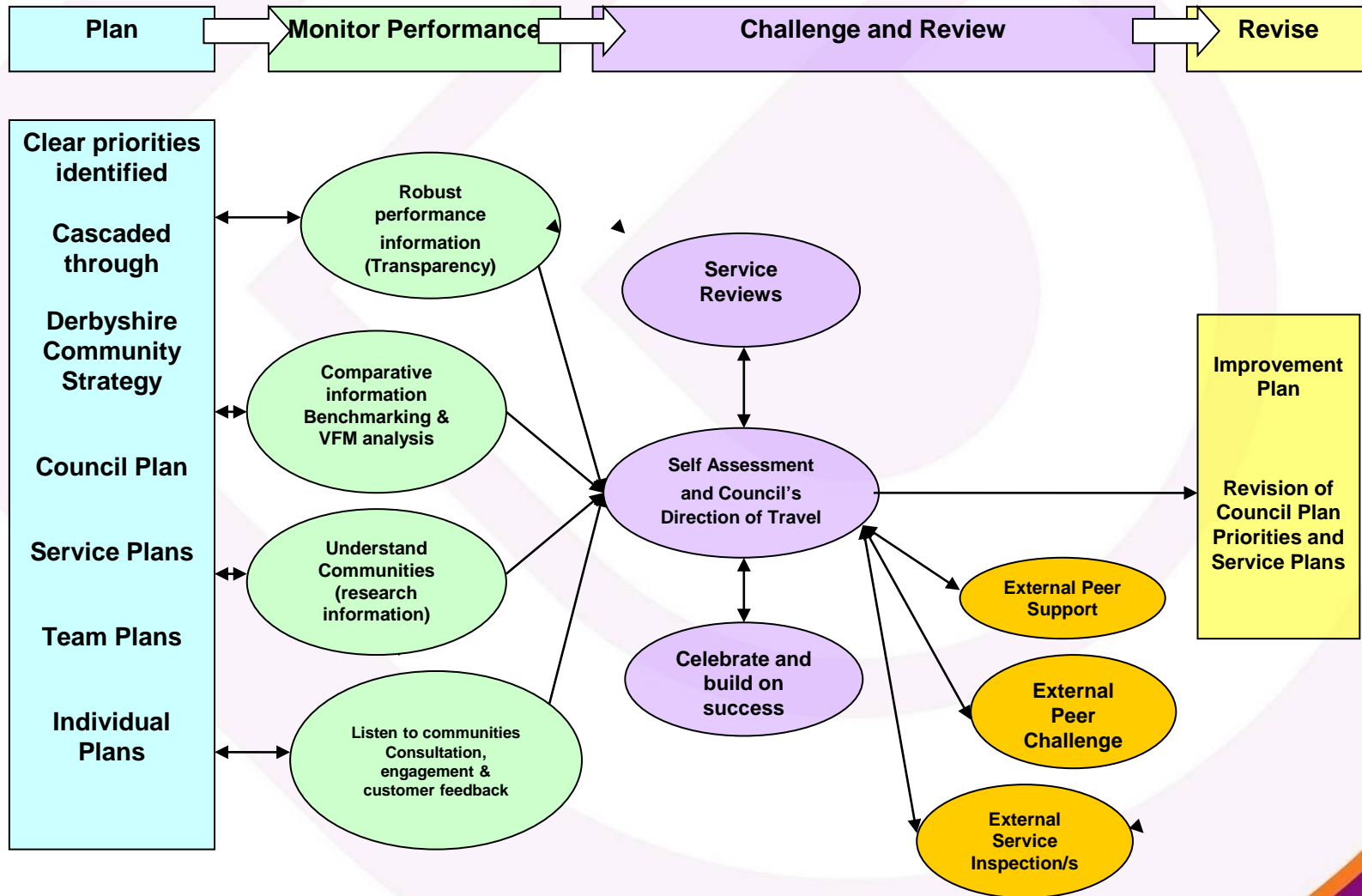
Current Position

- **Corporate Performance Management Framework in place**
- **Derbyshire Indicator Set developed and used to monitor Council performance**
- **Use of existing corporate performance system has declined and new system needs procuring**
- **Larger departments currently procuring new systems to manage operational delivery**

Corporate Performance Management Framework

- **Focus on Plan, do and review**
- **Monitoring and reporting processes in place**
- **Planning element of framework essential**
- **Promotes self awareness and challenge as key concepts**
- **Key/best elements of Best Value, CPA and CAA re-introduced particularly in terms of self-assessment and direction of travel**
- **Peer review and peer challenge potential tools**

Improvement and Scrutiny Committee - Resources



Challenges

- **New framework in place but needs embedding further**
- **Different models and systems in place**
- **Difficulties in capturing timely and consistent information**
- **Focus on indicators rather than outcomes**
- **Not enough time spent on evaluation which makes sharing of learning problematic**
- **Focus on self regulation and challenge in current climate is hard**

Moving Forward

- **New corporate system currently being developed**
- **Increasing focus on outcomes but...**
- **Alignment of Derbyshire Indicator Set to new Council's priorities**
- **More consistent use of performance information and benchmarking to drive planning**
- **Integration of performance management information with financial information essential**
- **Challenge and self awareness are key**