

## Report to Cabinet

**Subject:** Gedling Plan – Performance Indicator targets 2014/15

**Date:** 24 April 2014

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### Wards affected

Borough wide

### Purpose

- To seek member's agreement for performance indicators and targets for 2014/15, for inclusion in the Gedling Plan.

### Key decision

This is not a key decision.

### Background

- 1 At its meeting held on 20 February 2014, Cabinet agreed the Gedling Plan for 2014/15, setting out priorities and objectives for the Council for the year ahead. That Plan was subsequently approved by Council on 3 March 2014.
- 2 The report to February's Cabinet meeting indicated that further work was in progress to identify targets for performance indicators for inclusion in the Gedling Plan, and that these would be subject of a separate report to Cabinet in the Spring. This report reflects the conclusion of this work.

### Proposal

- 3 Performance indicators are a key element of the Council's performance management framework. They form the basis of measurement of outcomes against priorities and objectives.
  - 4 A selection of performance indicators have been developed over time to reflect the Council's priorities and objectives, drawing on a mix of high level outcome measures, former national performance measures, "industry standard" measures and locally derived measures. Some are direct measures of the Council's performance but an increasing number reflect wider issues which the Council seeks to influence through its work with partners and its own activity.
  - 5 Drawing on this work, proposed performance indicators and targets for inclusion in the Gedling Plan 2014/15 are attached for members' consideration at **Appendix A**.
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- 6 These measures reflect high-level outputs and outcomes the Council is seeking to achieve in the year ahead. Further operational performance indicators and targets are included in departmental Service Plans agreed between Service Managers and their Corporate Directors.

### **Alternative options**

- 7 Alternative performance indicators could have been chosen or developed but those identified here reflect the best balance between available data, data gathering and the Council's priorities and objectives.
- 8 A further alternative would be not to identify measures against which to set targets and measure performance but this would not reflect good management practice and has not therefore been pursued as an option.

### **Financial Implications**

- 9 Performance indicators measure the delivery of priorities and objectives for which funding has been set in the budgetary elements of the Gedling Plan. In that sense, there are significant budgetary implications in the targets proposed, particularly in the context of value-for-money.
- 10 In practical delivery terms, management of performance is an integral part of the work of all managers at the Council and is budgeted for. The process of gathering and reporting data is substantially automated through the Covalent Performance Management system, supported by the Performance Improvement Officer.

### **Appendices**

Schedule of Gedling Plan performance indicators and targets – 2014/15

### **Background Papers**

None

### **Recommendations**

Cabinet is recommended: -

- (a) To agree performance indicators and targets set out at Appendix A for 2014/15, for inclusion in the Gedling Plan.

### **Reasons for recommendations**

To allow the Council to manage performance and assess progress against its priorities and objectives.