

Subject: Performance Management and Data Quality Strategy **Status:** For Publication

Report to: Cabinet **Date:** 21st February 2007

Report of: Head of Policy and Change Management

Portfolio Holder: Performance Management

Key Decision: YES

Forward Plan General Exception Special Urgency

1. PURPOSE OF REPORT

To consult with Members upon the development of a Performance Management and Data Quality Strategy for the Council, and, in particular, to agree their roles within the context of performance management. .

2. CORPORATE PRIORITIES

Continuing to embed a culture of performance management, consistently, across the Council and extending the performance framework to key partners, relates directly to continually improving effective governance within the Council and to improving services provided by the Council.

3. RISK ASSESSMENT IMPLICATIONS

- Failure to embed a consistent approach to performance management across the Council and with partner organizations will negatively impact on the Council achieving its stated targets and priorities.
- Poor quality data being used to inform the Council's priorities.
- Failure to convince the Audit Commission that the Council has put in place effective arrangements to secure high quality data will result in increased

inspection in relation to data quality , and will have a negative impact on the Use of Resource Judgment.

4. BACKGROUND AND OPTIONS

This policy has been developed to set out the Council's approach to performance management and securing a high level of data quality within the context of the performance information to support the Council approach to performance management. The policy is supported by a strategic action plan that demonstrates how the Council intends to continually develop and improve its approach to performance management.

There are a number of different ways that the policy and supporting strategic action plan could be developed and applied, within the context of improving the Council's approach to performance management and data quality. In order to develop and implement a policy that is both robust and has the 'ownership' of all stakeholders, it is important that the Council engage with these stakeholders in the process of developing the policy prior to adoption and implementation.

5. COMMENTS OF THE HEAD OF FINANCIAL SERVICES

There are no immediate financial considerations attached to the recommendations within this report. However, consideration should be made in the future regarding the use of financial resources and their impact on service performance in order to demonstrate the linkage and the relationship between finance and service provision. The strategic action plan will provide the basis for taking this forward.

6. COMMENTS OF THE HEAD OF LEGAL AND DEMOCRATIC SERVICES

The Council has a statutory duty to report outturns against BVPI's that are accurate and reliable .

7. COMMENTS OF THE HEAD OF HUMAN RESOURCES

The ongoing development of the Council's performance management arrangements and the strengthening of the 'Golden Thread' enables team plans, individual employee targets and objectives to be linked to corporate and service priorities and demonstrates to employees how their actions contribute towards these and helps to inform training plans.

8. CONCLUSION

The overall purpose of the Performance Management and Data Quality and Strategic Action plan is to improve the application of performance management and embed a performance management culture across the Council and in its work with partner organisations. It is important that the data quality of the

performance information used within the Council is of a sufficiently high quality to enable users of this information to place confidence in what it is telling them.

The development of Rossendale Council's Policy for Performance Management and Data Quality sets out the Council's corporate commitment to performance management and data quality; its standards for Data Quality; and, the strategic objectives of the Council in relation to this. It also sets out Member roles in relation to performance management and data quality and it is important that Members are engaged in this process prior to agreeing these roles

9. RECOMMENDATION

That the Cabinet agree the roles as set out within the strategy and endorse the Council's commitment to performance management and data quality.

10. CONSULTATION CARRIED OUT

Overview and Scrutiny Committee – Performance (Date)

The Council's Senior Management Team - 5th February ,2007

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Background Papers	
Document	Place of Inspection
Performance Management and Data Quality Strategy	