

Subject:	Performance Management Task and Finish Group – Phase 2 Report	Status:	For publication
Report to:	Overview & Scrutiny Committee	Date:	19 th June 2017
Report of:	Communications Task and Finish Group	Portfolio Holder:	Resources and Customer Services
Key Decision:	<input type="checkbox"/> Forward Plan <input type="checkbox"/>	General Exception	<input type="checkbox"/> Special Urgency <input type="checkbox"/>
Equality Impact Assessment:	Required:	No	Attached: No
Biodiversity Impact Assessment	Required:	No	Attached: No
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1.	RECOMMENDATION(S)
1.1	That the recommendations within the report at Appendix 1 are noted.
1.2	That the Cabinet or the relevant portfolio holder provides a formal response to this report within 2 months.

2. PURPOSE OF REPORT

- 2.1 To inform the Cabinet of the work carried out by the Overview and Scrutiny Committee's Task and Finish Group in relation to Performance Management within Rossendale Borough Council.

3. CORPORATE PRIORITIES

- 3.1 The matters discussed in this report impact directly on the following corporate priorities:
- **Responsive Value for Money Services:** This priority is about the Council working collaboratively, being a provider, procurer and a commissioner of services that are efficient and that meet the needs of local people.

4. RISK ASSESSMENT IMPLICATIONS

- 4.1 There are no specific risk issues for members to consider arising from this report.

5. BACKGROUND AND OPTIONS

- 5.1 The Task and Finish Group was established by the O&S Committee to look at how the performance management process within the Council.
- 5.2 The Groups remit was to look at the process and to consider how O&S could participate more in strategic planning and in setting and monitoring performance targets.

COMMENTS FROM STATUTORY OFFICERS:

6. SECTION 151 OFFICER

- 6.1 Any financial implications are noted in the report.

7. MONITORING OFFICER

- 7.1 No legal implications for the Council.

8. POLICY IMPLICATIONS AND CONSULTATION CARRIED OUT

- 8.1 The recommendations within the report support a robust performance management process and will be integrated into our performance management framework.
- 8.2 The report at Appendix 1 was produced by the Performance Management Task and Finish Group and has been viewed by the Director of Communities, the HR Manager and the Leader of the Council, whose portfolio covers performance.
- 8.3 All O&S Members were sent the draft version of the new Corporate Plan and given an opportunity to comment.

9. CONCLUSION

- 9.1 The Group's work confirmed the need for O&S to continue to monitor performance within the Council and it is felt that the quarterly reports would be boosted further by regular attendance of heads of service, who would update on their individual area/s performance against targets.

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