

Report of	Meeting	Date
Head of Corporate and Policy Services (Introduced by Cllr D Edgerley, Executive Member for Customers, Policy and Performance)	Executive Cabinet	23/02/06

## PERFORMANCE AGREEMENT 2006/07

### PURPOSE OF REPORT

- The purpose of the report is to request Executive Cabinet to recommend that the Council approves the Performance Agreement 2006/07.

### CORPORATE PRIORITIES

- The report details the key projects that the Council will deliver in 2006/07 that will contribute to the achievement of the new priorities and strategic objectives detailed in the Corporate Strategy 2006/7 – 2008/9.

### RISK ISSUES

- The issue raised and recommendations made in this report involve risk considerations in the following categories:

Strategy	✓	Information	
Reputation		Regulatory/Legal	
Financial	✓	Operational	✓
People		Other	

- The Performance Agreement provides a clear statement of Council priorities which will contribute to the achievement of Community and Corporate Strategy priority outcomes.
- Within the agreement a series of key projects have been identified which are aligned with out strategic objectives. These projects have formed the basis of budget considerations for 2006/07.
- Each of the key corporate projects has been assigned to a Service Head. Operationally they will need to consider how to resource these projects as part of the Business Planning process.

### BACKGROUND

- Each year the Council is required to produce a Best Value Performance Plan (BVPP). The BVPP provides a commentary on key achievements during the previous year and details our plans for the coming year. The full BVPP will be presented to Executive Cabinet on 30 March and full Council on 11 April 2006.



8. The Performance Agreement will form the forward-looking section of the BVPP.

#### **PERFORMANCE AGREEMENT 2006/07**

9. A copy of the Performance Agreement is appended to the report.
10. The Agreement demonstrates the alignment of our strategic objectives with our key corporate projects. It also provides an outline of our key corporate projects for the forthcoming year. The Performance Agreement includes a balance of key corporate projects – some may be of high public profile, others may be focussed on internal management issues. Similarly some may be long-term, with others relatively short-lived in terms of implementation. It is also important to remember that because a project or service area is not on this list, it is not unimportant to the organisation. Responsibility for each of these projects/initiatives is assigned annually to an executive member and a group director, answerable to the Executive Cabinet. Chief Officers and senior managers from across the Council are responsible for the day-to-day project management of these initiatives/projects.
11. All elements of the Performance Agreement will be monitored through the Council's performance management database – Performance Plus, actual performance will then be reported through Executive Cabinet and the Overview and Scrutiny function. Unit Business Plans are required to reflect corporate and service priorities in the Performance Agreement. These Plans influence and inform targets that are set for individual employees and provide the line for staff to the delivery of the Council's Strategic Objectives.
12. Executive Cabinet are invited to comment on the Agreement.

#### **COMMENTS OF THE HEAD OF HUMAN RESOURCES**

13. There are no HR implications at this stage.

#### **COMMENTS OF THE DIRECTOR OF FINANCE**

14. A number of the key projects identified in the Performance Agreement are subject to investment decisions as part of the 2006/07 budget considerations.

#### **RECOMMENDATION(S)**

15. Executive Cabinet are requested to recommend that Council approves the Performance Agreement 2006/07.

#### **REASONS FOR RECOMMENDATION(S) (If the recommendations are accepted)**

16. To seek Council approval of the Performance Agreement.

#### **ALTERNATIVE OPTIONS CONSIDERED AND REJECTED**

17. All alternative options have been considered during preparation of the Corporate Strategy and Performance Agreement.

TIM RIGNALL  
HEAD OF CORPORATE AND POLICY SERVICES

There are no background papers to this report.

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