

**STAFFORDSHIRE MOORLANDS DISTRICT COUNCIL**

**Cabinet**

**29 March 2022**

<b>TITLE:</b>	<b>Performance Framework 2022/25</b>
<b>PORTFOLIO HOLDER:</b>	<b>Councillor Sybil Ralphs - Council Leader SMDC</b>
<b>CONTACT OFFICER:</b>	<b>Vanessa Higgins - Information Business Partner</b>
<b>WARDS INVOLVED:</b>	<b>All</b>

**Appendices Attached:**

**Appendix 1: Performance Framework – Targeted Measures**

**Appendix 2: Performance Framework – Contextual Measures**

**Appendix 3: Performance Framework – Priority Actions**

**1. Reason for the Report:**

- 1.1 The purpose of this report is to provide members with an opportunity to scrutinise the draft Performance Framework and associated targets for 2022/23 to 2024/25.

**2. Recommendation**

- 2.1 That the Cabinet approves the Performance Framework.

**3. Executive Summary**

- 3.1 The Council's Corporate Plan articulates the aims, objectives and priority actions, which the Council is working to achieve. Its delivery is measured through the Performance Framework, which has at its centre the three pillars of value for money - efficiency, economy and effectiveness.
- 3.2 This report seeks to provide a new Performance Framework that will enable the council to monitor, measure, and report back on its progress against the stated priorities set out in the council's 4-year Corporate Plan.

#### **4. How this report links to Corporate Priorities**

- 4.1 The purpose of the report is to enable the monitoring of progress against the Council's corporate priorities. As such this report has linkages to each of the Council's Corporate Plan aims.

#### **5. Options**

- 5.1 Members are asked to consider the proposed targets and to suggest amendments if they consider that they are necessary.

#### **6. Implications**

- 6.1 Community Safety - (Crime and Disorder Act 1998)  
None
- 6.2 Workforce  
None
- 6.3 Equality and Diversity/Equality Impact Assessment  
This report has been prepared in accordance with the Council's Diversity and Equality Policies
- 6.4 Financial Considerations  
Effective Performance Management contributes to the Council's financial objectives
- 6.5 Legal  
None
- 6.6 Sustainability  
None
- 6.7 Internal and External Consultation  
The targets proposed have been agreed in conjunction with senior managers through the Service Planning process
- 6.8 Risk Assessment  
A robust Performance Framework is a critical tool in controlling and mitigating risks.

**ANDREW P STOKES**  
**Chief Executive**

#### **Background Papers**

Performance Framework 2022/25  
Service Plans

#### **Location**

Available on request

#### **Contact details**

V Higgins, Ext 4057

## **7. Background and Introduction**

- 7.1 The Council's 4-year Corporate Plan (2019-2023) articulates the aims, objectives and priority actions, which the Council is working to achieve over that period. The Plan was approved in October 2019 and required a new Performance Framework that could measure its delivery and also aid effective scrutiny through more focused and balanced reporting; celebrating success and promoting improvement.
- 7.2 The Performance Framework is built around the Council's key objectives whilst also ensuring that the three pillars of value for money (efficiency, economy and effectiveness) remain central.
- 7.3 The Framework is made up monthly, quarterly and annual measures and the Council reports by exception on all monthly and quarterly measures but has moved away from a 'dashboard' approach to one which reflects the whole Framework. The annual contextual measures are reported in the Annual Report, which also provides an overview of the Council's progress in delivering its Corporate Plan and the results of value for money benchmarking.

## **8. Performance Framework 2022/25**

- 8.1 Targets covering a 3-year period are owned and managed by Heads of Service across the authority, and are communicated to teams through service plans and individual performance objectives via the PEP process. Managers have been asked to review and refresh these targets for the period 2022/23 to 2024/25 based upon current performance levels and national benchmarks, where available.
- 8.2 In some cases Managers have proposed the removal, addition or amendment of performance measures. Such instances have been highlighted within the Appendices to this report and have been considered by senior management.
- 8.3 The 2022/25 Framework also reflects a number of new areas of focus for the Council, which will be reported on by exception:
- the council's own metrics developed to measure its progress in meeting its climate action plans
  - new measures in relation to the delivery of facilities management arrangements through the new joint venture company in partnership with Norse.
- 8.4 As well as measuring our performance against these targets, the council will also monitor and report back to this committee on the priority actions contained within the Corporate Plan. These are shown within Appendix 3 and will be overseen internally by the Transformation Board.

## **9. Impact of Covid on performance**

9.1 The Council analysed the likely impact of Covid and subsequent lockdown restrictions on its Performance Framework two years ago, and refocused a relatively small proportion of targets in response. The new Performance Framework is less affected but a small number of service area targets reflect this ongoing uncertainty and the national roadmap to recovery.