

## The Council's Performance Management Framework

The Council's Performance Management Framework seeks to create explicit links between the Community Plan, Council Plan, Service Business Plans and Team/Individual Plan.

At the top of the framework is **The Community Plan**. It is a 10-year plan that has been developed by the Bromsgrove Partnership, comprising public, private, voluntary and community organisations, which have been consulted with locally to identify the priorities for the area. The Community Plan represents an 'umbrella' plan from which each organisation prepares its own strategy to deliver aspect of the community plan for which it is responsible. The Bromsgrove Partnership has four priorities: Bromsgrove Town Centre, Longbridge, Affordable Housing and the Local Area Agreement targets.

**Improvement Plan.** The Council is subject to external assessments such as the Comprehensive Performance Assessment by the Audit Commission. The Council aims to be rated "Fair" and has a recovery/improvement plan that identifies specific targets and actions to achieve this. The targets and actions feed into our performance management framework.

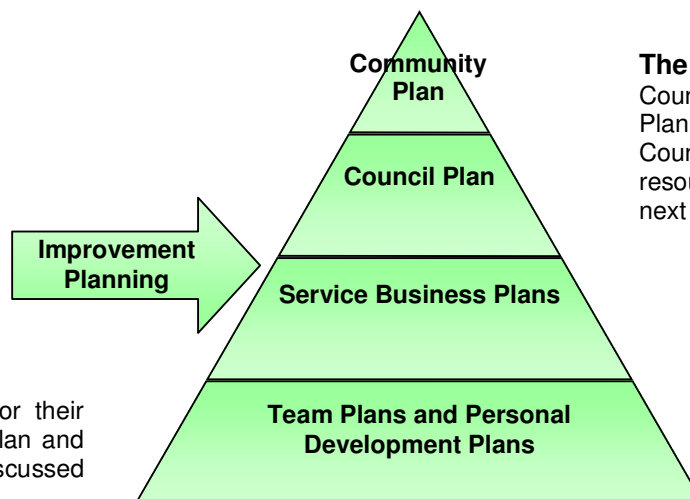
### Performance Monitoring

Departmental Management Teams are required to monitor their performance against the Council Plan, the Improvement Plan and their own service plans on a monthly basis. Progress is discussed monthly with the Cabinet portfolio holder.

Performance against the Council Plan is reported monthly to the Corporate Management Team with a quarterly summary going to the Council's Cabinet and Performance Management Board. Reports cover resources, progress on key actions and service performance data.

Performance against Departmental service plans is undertaken by departmental Management teams; any significant service or financial performance issues are drawn to the attention of the Corporate Management Team for upward reporting if necessary.

The Government Monitoring Board receives monthly update reports against the Improvement Plan.



**The Council Plan.** This is the key plan for the Council and is heavily influenced by the Community Plan and the Improvement Plan. It sets out the Councils' vision, values, key priorities, available resources, planned actions and achievements over the next 3 years in specific and measurable terms.

**Service Business Plans** set out in more detail how the planned actions in the Council Plan are to be achieved and to what standard. Also more detailed service specific information is included to guide management action on service issues which, although operationally important, are not corporate priorities. Actions in the service plans are then translated into team plans and individual personal development plans, thus ensuring all staff understand their role in delivering the Council's key priorities.