

# TONBRIDGE & MALLING BOROUGH COUNCIL

## CABINET

20 June 2012

### Report of the Leader and Chief Executive

#### Part 1- Public

#### Matters for Recommendation to Council

#### **1 2012/15 CORPORATE PERFORMANCE PLAN**

##### **Summary**

**A report to invite Cabinet to consider and recommend adoption of the Council's Corporate Performance Plan for 2012/15 (separate document).**

#### **1.1 Background**

1.1.1 Serving Members prior to the May 2011 local election will be aware that until last year we published an annual Corporate Performance Plan (CPP) during the summer of each year. These plans set out our key/corporate priorities for improvement, Service priorities and a range of actions showing how we proposed to achieve these priorities as well as targets for a range of nationally prescribed and local performance indicators. These plans also reported on the previous year's performance. We did not publish a CPP for 2011/12 because of the unprecedented financial and legal uncertainties at the time. In practice, our priorities and targets for 2010/11 were carried over to 2011/12.

1.1.2 Our corporate performance plans were very well received, particularly by the Audit Commission. The Commission acted as the Government's agent in reviewing the performance of all first and second tier authorities as part of a nationally prescribed performance management regime. This regime was quickly dismantled when the present Coalition Government came to power.

#### **1.2 A Plan for 2012/15**

1.2.1 Removal of the national performance regime provides greater flexibility in formulating a new corporate performance plan. Our own research showed that other councils have tended to produce medium term plans centred on achieving their key/corporate priorities. We have adopted a similar approach following approval of our seven key priorities for 2012/15 at full Council on 17 April 2012. Services will continue to have their own priorities but these will be a matter for the Services themselves to progress and not subjected to corporate review in this way.

1.2.2 Our proposed Plan for 2012/15 provides the following information for each of the seven key priorities:

- Introduction – justifying and setting out the context for each key priority.
- Main activities and service levels – that are related to each key priority and undertaken on a regular basis.
- Improvement themes – that show where we particularly intend to make progress.
- Key indicators – that will help to gauge progress in achieving our key priorities.

1.2.3 As in previous years, we are particularly keen that the Plan's contents are tangible and not merely a succession of commitments and good intentions. Considerable work has already been done across all Services to identify a range of improvement actions that can be accommodated even in the current financial climate. Many of these are concerned with improving efficiency, better use of resources and generating extra resources by involving other parties in helping to deliver some services. These are in addition to the extensive array of regular services and activities that themselves make a major contribution to achieving our key priorities.

### **1.3 Review and updating**

1.3.1 Covering the next three years, we envisage the Plan being updated and reviewed after years one and two with a final review after year three. We envisage that each annual review/update will be a standalone document, without the need to refer back to this first 2012/15 or subsequent versions; with progress against each improvement theme being shown 'at a glance' using colour coded symbols. Progress against each improvement theme will be based on progress against the associated actions; these will be listed in an Annex to the Plan and be similarly colour coded, with commentary to provide detail and give credibility to the coding.

### **1.4 Legal Implications**

1.4.1 There is no longer a legal requirement to produce a corporate performance plan. However as the Plan forms part of the Council's Policy Framework, it must be approved at a full Council meeting.

### **1.5 Financial and Value for Money Considerations**

1.5.1 Our corporate performance plan is a principal means of driving performance improvement and delivering value for money. It communicates clearly to everyone within the Council, and to our stakeholders, our key priorities, how we are working to achieve these priorities, where we are looking to improve and our performance targets.

## 1.6 Risk Assessment

- 1.6.1 Our corporate performance plan has a wide circulation within and outside the Council. A well presented plan and achievement of our priorities and targets are important to the credibility of the Council.

## 1.7 Equality Impact Assessment

- 1.7.1 See 'Screening for equality impacts' table at end of report.

## 1.8 Recommendations

- 1.8.1 We **recommend** that Cabinet supports the Plan's adoption by the Council.

Background papers:  
Nil

contact: Julie Beilby  
Bruce Hill

Nicolas Heslop  
Leader of the Council

David Hughes  
Chief Executive

| Screening for equality impacts:   |        |   |
|---|--------|---|
| Question  | Answer | Explanation of impacts  |
| a. Does the decision being made or recommended through this paper have potential to cause adverse impact or discriminate against different groups in the community? | No     | Equalities issues may need to be addressed in undertaking regular activities and implementing improvement actions, not at this stage of approving the Corporate Performance Plan. |
| b. Does the decision being made or recommended through this paper make a positive contribution to promoting equality?   | No     | As above  |
| c. What steps are you taking to mitigate, reduce, avoid or minimise the impacts identified above?   | N/A    |   |

*In submitting this report, the Chief Officer doing so is confirming that they have given due regard to the equality impacts of the decision being considered, as noted in the table above*