

**TITLE OF REPORT: ITEM REFERRED FROM OVERVIEW AND SCRUTINY COMMITTEE:  
22 MARCH 2016 – PERFORMANCE MANAGEMENT MEASURES FOR 2016/17**

*The following is an extract from the Draft Minutes of the Overview and Scrutiny Committee meeting held on 22 March 2016.*

**99. PERFORMANCE MANAGEMENT MEASURES FOR 2016/17**

The Performance and Risk Manager presented the report of the Strategic Director of Finance, Policy and Governance regarding Performance Management Measures for 2016/17.

She informed the Committee that Members had discussed the performance management measures for 2016/17 at a workshop held on 8 December 2015. The report suggested that future management measures be handled by the Executive Members rather than by report to the Overview and Scrutiny Committee.

The Performance and Risk Manager drew attention to indicator NI:192 – Percentage of household waste sent for reuse, recycling and composting and advised that Officers had recommended a target of 58 percent, which was based on current performance levels, however, Members required the target to be set at 60 percent. It should be noted that it was anticipated that the target would not be achievable. There were no service changes or improvements planned, which would assist in meeting the higher target and the recyclables market conditions and contamination of recyclables could have the effect of reducing the percentage recycled in the District.

A Member queried why NI192 was considered not to be achievable as service changes and education had been put into place and may need time to come to fruition.

The Strategic Director of Customer Services informed Members that Officers had advised that service changes could not be guaranteed and that the indicator had been increased contrary to Officer advice.

In respect of future management of Performance Indicators, Members considered the benefits and drawbacks of the suggested change. Members agreed that Executive Members should take an active role in the monitoring of performance targets and considered whether the Committee could put in place processes to ensure effective review through the presentations made to them by the Executive Members.

There was concern that Executive Members were only seen by this Committee once a year and therefore it would be difficult to note trends and gain an overview of issues through regular monitoring of a variety of indicators

They discussed that the Committee had a positive influence on setting and monitoring of performance indicators and noted that the Overview and Scrutiny Committee had, through regular monitoring, changed the Performance Indicator regarding sickness absence to separate long term and short term absence giving a clearer picture of absence trends.

Members discussed alternative options including consideration of exception reports and whether it was necessary for an Officer to present the report.

Members concluded that they should have a Task and Finish Group to look at Performance Monitoring and the use of Covalent that would consider:

- What information this Committee should consider'
- How that information should be presented;
- Who should be responsible for setting targets.

They agreed that the current system of setting and monitoring of Performance Indicators should continue until the recommendations of the proposed Task and Finish Group could be evaluated.

**RESOLVED:** That the Scrutiny Officer be requested to include a Task and Finish Group on Performance Indicators for consideration in the Work Programme for 2016/17.

**RECOMMENDED TO CABINET:**

- (1) That the Performance Indicators and associated targets to be monitored throughout 2016/17 be approved;
- (2) That the current system of monitoring performance management measures continue until the recommendations of the proposed Task and Finish Group on Performance Indicators could be evaluated.

**REASON FOR DECISION:** To enable the Overview and Scrutiny Committee to continue monitoring Performance Indicators and effective performance management measure can be considered.

**[NOTE: The report to which this referral relates is Item 12 on this agenda.]**