

# REPORT FOR DECISION



<b>DECISION OF:</b>	<b>CABINET</b>
<b>DATE:</b>	<b>20 July 2016</b>
<b>SUBJECT:</b>	<b>Vision, Purpose and Values Performance Management – 2015/16 Quarter 4</b>
<b>REPORT FROM:</b>	<b>The Leader of the Council</b>
<b>CONTACT OFFICER:</b>	<b>Chris Woodhouse Improvement Advisor Corporate Policy, Communities and Wellbeing</b>
<b>TYPE OF DECISION:</b>	<b>CABINET - KEY DECISION</b>
<b>FREEDOM OF INFORMATION/STATUS:</b>	This paper is within the public domain
<b>SUMMARY:</b>	<p><b>This is the 2015/16 Quarter 4 performance report for Vision, Purpose and Values , marking the end of the first year of the VPV.</b></p> <p><b>The report highlights the key performance of the Council across the six corporate priorities and provides an update on future development of performance management within the organisation.</b></p>
<b>OPTIONS &amp; RECOMMENDED OPTION</b>	Cabinet are asked to note the performance update in relation to the VPV for 2015/16.
<b>IMPLICATIONS:</b>	
<b>Corporate Aims/Policy Framework:</b>	Do the proposals accord with the Policy Framework? <b>Yes</b>
<b>Statement by the S151 Officer: Financial Implications and Risk Considerations:</b>	<p>A robust performance management framework is essential if the Council is to measure the effectiveness and value for money of the services it delivers.</p> <p>This report compliments the regular finance monitoring reports that members receive.</p>

	It is proposed to integrate finance and performance reports further in light of the Council's Vision, Purpose & Values document.
<b>Statement by Executive Director of Resources:</b>	There are no wider resource implications
<b>Equality/Diversity implications:</b>	No This report does not impact upon the EA completed for the Vision, Purpose and Values document.
<b>Considered by Monitoring Officer:</b>	Yes Comments Potential issues are highlighted in Paragraph 4 (Risk).
<b>Wards Affected:</b>	All
<b>Scrutiny Interest:</b>	Overview and Scrutiny

JH

**TRACKING/PROCESS**

**DIRECTOR:**

Chief Executive/ Strategic Leadership Team	Executive Member/Chair	Ward Members	Partners
C&WB Management 13/06/2016			
SLT 20/06/2016			
Scrutiny Committee	Cabinet	Council	

**1.0 BACKGROUND**

- 1.1 The Council's Vision, Purpose and Values (VPV) 2015-2020 sets out the strategic direction for the Council over the forthcoming years, in particular ensuring the Council will be able 'to lead, shape and maintain a prosperous, sustainable, Bury that is fit for the future'.
- 1.2 The VPV document acknowledges that we need to change the way we work given the increasing financial pressures that the Council is facing. It indicates that the Council will have to reshape the services that we provide, focusing on our priority areas and meeting the needs of the most vulnerable. It does this by outlining six corporate priorities for the Council and a series of activities that will be undertaken to realise these.
- 1.3 This report details progress to the end of Quarter 4, 2015/16 and how this will develop in the coming quarters.

## **2.0 PERFORMANCE REPORT**

- 2.1 **Appendix 1** is the performance update to the end of Quarter 4 of 2015/16.
- 2.2 There is an overall infograph highlighting key messages, followed by each of the six corporate priorities covered in turn. Areas of work detailed on the VPV document are featured, along with new developments, to show what has taken place in contributing towards these priorities.
- 2.3 Work has been undertaken in recent months to develop performance measures and indicators. With this being the first year of the VPV document and with a number of measures only being collected annually, the 'Performance' section of the report mainly includes baseline information. Future reports will provide updates with a particular focus on the trends against the performance measures, both comparing performance against previous quarters and year-on-year analysis.
- 2.4 Areas of good performance to date include:
- A high, and increasing, usage of the Bury Directory, with people are taking more ownership of their own health and wellbeing
  - The new self care programme, Help Yourself to Wellbeing, improving the lives for 100% of participants
  - Good levels of business support resulting in improved employment opportunities and the safeguarding of jobs during the Boxing Day Floods
  - A bumper year for culture and tourism in the Borough.
  - Good level of transfer of existing statements of Education, Health and Care Plans in accordance with government deadlines.
  - The roll out of components within the People Strategy.
  - Improved management communication to staff following the recent employee survey
  - Multiple sites identified for additional residential units.
  - The development of Neighbourhood working with trailblazer sites in Radcliffe and Bury East, allowing the 'department store and lawn' concept to be seen at scale.
- 2.5 There are areas in which performance has been less strong
- Further work is required on the Bury Locality Plan to bring it up the level that would see it as outlining investable propositions.
  - Progression with the partners on the development of an Integrated Commissioning Organisation
  - Programme management of the service review programmes to be tightened.
  - Work to develop outcomes has increased in scope and as such is taking slightly longer to be put in place than initially anticipated.
- 2.6 Work has been ongoing since the end of quarter 4 in these areas, with positive progress being made on these.

## **3.0 GOING FORWARD AND LEARNING FROM YEAR 1**

- 3.1 A series of workshops took place during 2015/16 to look at how the VPV could be applied to deliver more effective and efficient services. These included corporate sessions and tailored work with individual services to explore how

their service could change in light of the Council's vision and financial situation. This has been supplemented by new posters being put up in strategic positions throughout Council buildings, through 'business cards' issued to all staff detailing the Council's priorities and the use of a display board by the Chief Executive's office to help communicate the VPV.

3.2 Work is ongoing to develop a suite of 'outcomes' with which to improve consistency in reporting what difference the activities of the Council are making. This is being considered in the light of the Neighbourhood Working approach though it will cover all work by the Council and increasingly link in with our partners.

3.3 The activities indicated as taking place in year 2 in the VPV will be aligned to these outcomes as part of this work, with meaningful performance measures resulting from this.

#### **4.0 RISK**

4.1 There is a potential risk from people acting in an unregulated way with regards to emerging workstreams that link into the Council's priorities. While innovation and empowerment is important, this needs to be managed to ensure that we are consistent, complying with our statutory responsibilities and not exposing the Council to financial risk and legal challenge.

4.2 This is being mitigated by using the VPV as a base document for performance whilst engaging with officers across the organisation as to how their work fits into the wider operations of the Council and Team Bury.

4.3 Developments in the compiling and report of Cabinet Portfolio workplans, and the improved linkages proposed between these and the VPV will further strengthen this.

#### **5.0 CONCLUSION**

5.1 This is the second performance reporting for the new Vision, Purpose and Values and marks the end of the first year of the document. Performance against the VPV is largely positive, providing a good baseline to build on for future years.

#### **6.0 RECOMMENDATIONS**

6.1 Cabinet are asked to note the performance update in relation to the VPV.

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#### **List of Background Papers:-**

**Council's Vision, Purpose and Values 2015-2020 (Approved by Council 01/07/2015)**

#### **Contact Details:-**

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