

FLINTSHIRE COUNTY COUNCIL

REPORT TO: **CABINET**

DATE: **TUESDAY, 10 JULY 2012**

REPORT BY: **CHIEF EXECUTIVE**

SUBJECT: **2011/12 PERFORMANCE REVIEW AND 2012/13
PRIORITIES**

1.00 PURPOSE OF REPORT

- 1.01 To present an end of year position of progress against the (i) Outcome Agreement and (ii) the Improvement Priorities of the Council.
- 1.02 To endorse the approach to the setting of our Improvement Priorities for 2012/13 and re-audit the correct priorities for on-going review.

2.00 BACKGROUND

2.01 Outcome Agreements

The Outcome Agreements were introduced by Welsh Government to identify how we work towards improving outcomes for local people against the Government's National priorities. In addition Outcome Agreements had to have a strong collaborative content and evidence of partnership working to have the greatest impact.

- 2.02 The Outcome Agreement is a three year agreement (from 2010/11 to 2012/13) based on ten strategic themes, with one broad outcome selected from within each theme. The themes and outcomes have been agreed by Welsh Government and approved by Executive and the Local Service Board.

- 2.03 The final draft of the Outcome Agreement was submitted to the Welsh Assembly Government at the end of December 2010 for consideration by the Minister for Social Justice and Local Government. In January 2011 the Council Leader received a letter from the Minister confirming that the process was complete and that he was content with the Agreement. The Council Leader responded to this letter to confirm that he is also content with the Outcome Agreement.

2.04 Improvement Priorities

It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and to publish an Improvement Plan.

- 2.05 The Improvement Objectives were endorsed as the set of Council Priorities within the Improvement Plan by Executive and County Council in June 2011.

3.00 **CONSIDERATIONS**

3.01 **Outcome Agreement 2011/12**

The second year's performance (2011/12) of the Outcome Agreement is complete and a self assessment of performance against the actions and measures has been undertaken. This assessment currently shows a full or partial achievement in all ten themes of the Agreement.

Outcome Agreement Theme	Self-Assessment Categorisation
Theme 1 - Improved quality and length of life, with fairer outcomes for all	Fully Successful
Theme 2 - Good social care allows people a better quality of life	Fully Successful
Theme 3 - A strong and prosperous economy helps reduce poverty	Fully Successful
Theme 4 - Children and young people grow up as active citizens and achieve the highest possible standards of wellbeing	Fully Successful
Theme 5 - People have the education and skills to live prosperous, fulfilled lives	Fully Successful
Theme 6 - Communities are vibrant and safe, with access to good housing and sustainable transport	Partially Successful
Theme 7 - Wales is an energy efficient, low carbon and low waste society	Fully Successful
Theme 8 - The environment is protected and sustainable	Partially Successful
Theme 9 - Our language, culture and heritage thrives	Fully Successful
Theme 10 - Public Services are efficient and provide value for money	Fully Successful

3.02 The Council received full payment of the grant (£1.48m) in 2011/12 for performance of the Agreement in 2010/11. Payment is based on a pro rata scoring system which measures achievement of the authority's performance. Last year we received a score of 26/30 points (payment is made to scores of 25 and over). Full payment of the grant can only be achieved if collaborative action is demonstrated and is successful in at least nine of the ten outcomes.

3.03 The Welsh Government will undertake their own assessment during the summer and agree the measures and targets for 2012/13. We should know the outcome in the autumn. This will be reported in more detail separately to Cabinet following the evaluation.

3.04 **Improvement Priorities 2011/12**

The Improvement Plan presents the ten Council Priorities and the underlying Directorate priorities in a single document.

The ten primary priorities are supported by the more detailed secondary

priorities set out in the three Directorate plans for Community Services, Environment and Lifelong Learning and in the corporate governance plans. The corporate governance plans include the four business plans for the corporate resources of the Asset Plan, the ICT and Customer Services Strategies, the Medium Term Financial Strategy and Plan and the People Strategy.

3.04 Each of the secondary priorities have the following information attributed to them:

- i) Progress to date - key areas of activity completed or underway
- ii) Further actions - key areas of activity scheduled
- iii) Outcomes - deliverables or 'results' of the priority
- iv) Key Targets/Evidence - shows how each of the Outcomes can be evidenced.

The full end of year position against each of these factors is appended.

3.05 Two assessments have undertaken to provide an overview of our achievement:

- Assessment against progress of scheduled activity
- Assessment against our level of confidence in achieving the outcome(s)

3.06 Progress against scheduled activity has been categorised as:

- RED: Limited Progress - delay in scheduled activity; not on track
- AMBER: Satisfactory Progress - some delay in scheduled activity, but broadly on track
- GREEN: Good Progress - activities completed on schedule, on track

3.06 Confidence in outcome has been categorised as:

- RED: Low - lower level of confidence in the achievement of the outcome(s)
- AMBER: Medium - uncertain level of confidence in the achievement of the outcome(s)
- GREEN: High - full confidence in the achievement of the outcome(s).

3.07 An assessment summary of both the Progress and Confidence in Outcome against all of the ten priorities is shown as:

Council Priority	PROGRESS	CONFIDENCE IN OUTCOME
1. To be a modern, efficient and cost effective public organisation through our four resource strategies - the Medium Term Financial Strategy, the People Strategy, the Asset Management Strategy and the ICT Strategy - whilst ensuring our local taxes and fees and charges are fair and affordable	SATIS-FACTORY	HIGH
2. To achieve the greatest possible cost efficiencies through regional and sub-regional collaboration to reinvest in local public service	GOOD	MEDIUM
3. To be a modern, caring and flexible employer with fair and equal pay and terms and conditions of employment under a Single Status Agreement	SATIS-FACTORY	MEDIUM
4. To achieve the highest standards of customer services and care through our Customer Service Strategy	GOOD	HIGH
5. To make our communities safe and to safeguard the vulnerable, with children and older people being priority groups	GOOD	HIGH
6. To protect and grow the local and regional economy, to be a prosperous County and to provide help and support for those vulnerable to poverty	GOOD	HIGH
7. To promote independent, healthy and fulfilled living in the community with the highest quality personalised and supportive social and health care services	GOOD	HIGH
8. To meet housing need in the County and to work with partners to ensure a sufficient supply of quality and affordable homes and housing services in the social , mixed tenure and private sector housing markets	SATIS-FACTORY	HIGH
9. To secure a modern and high performing range of learning, cultural, play and leisure opportunities for all ages with our schools, colleges and other partners	SATIS-FACTORY	MEDIUM
10. To protect, plan and develop sustainable natural and built environments	SATIS-FACTORY	HIGH

3.08 A full assessment with details of targets achieved will be provided as part of the Annual Performance Report 2011/12 which Cabinet and County Council will receive in October.

3.09 **Improvement Plan 2012/13**

Under the Local Government Measure Councils are required to set their Improvement 'Objectives' or priorities annually at the earliest convenient point in the financial year.

These priorities have been shaped by all Councillors in the previous Council across the Executive and Overview and Scrutiny functions and provide continuity for past, present and future performance against which the Council can be judged. The priorities will be subject to any on-going review by the new Council and subject to change by local choice, Welsh Government policy and

economic and the social context.

The Improvement Priorities framework has a sound basis. The Priorities:-

- reflect what is currently important in Flintshire e.g. housing
- cover the areas where we need to modernise and improve e.g. HR
- fit well with Welsh Government social policy and the *Programme for Government* e.g. social care reform
- fit well with local partner priorities e.g. health reform
- fit well with the priorities for regional collaboration
- fit well with the *Programme for Change* of the new Leadership
- The Improvement Priorities framework is proving effective. The framework:-
 - guides management to concentrate on what is important
 - provides a fit between the 'bigger picture' at corporate level with the detail of Directorate plans and team plans right down to appraisals at service level
 - guides the allocation of resources both at annual budget-setting time and in year
 - influences the priorities of key partners
 - above all shows that the Council has a good record of achievement against the Priorities as shown in the attached summary using the 'traffic light system'.

3.10 In addition the Council is undertaking a full self assessment in advance of any external work by the Wales Audit Office later this year and into 2013.

3.11 The assessment will be built around four building blocks or modules and will assist us in testing out the priorities for the Council. The four modules are:

- Corporate Governance
- Corporate Strategy – our four specific strategies (People, Assets, Finance and ICT) plus the MTFP and Flintshire Futures alongside our current first four Improvement Priorities
- Public Services Strategy – based on Council Priorities numbers 5 to 10
- Partnership Governance – our strategic partnerships

The assessment will be opened up to political challenge and judgement. The final set of judgements will inform members to support discussion and decision

to re-inforce our current priorities, plans and strategies, to change them, or to improve them. This in turn will inform the setting of the Improvements Plan 2012/13.

4.00 RECOMMENDATIONS

4.01 To note the progress made against the Outcome Agreement for 2011/12 and receive a further report following the evaluation by Welsh Government.

4.02 To note the progress made in achieving the priorities of the Improvement Plan in 2011/12.

4.03 To endorse the approach to setting the Improvement Priorities and Plan for 2012/13.

4.04 To readopt the current priorities for ongoing review.

5.00 FINANCIAL IMPLICATIONS

5.01 None directly related to this report.

6.00 ANTI POVERTY IMPACT

6.01 None directly related to this report.

7.00 ENVIRONMENTAL IMPACT

7.01 None directly related to this report.

8.00 EQUALITIES IMPACT

8.01 None directly related to this report.

9.00 PERSONNEL IMPLICATIONS

9.01 None directly related to this report.

10.00 CONSULTATION REQUIRED

10.01 Consultation will be undertaken in the process of setting the Improvement Priorities for 2012/13.

11.00 CONSULTATION UNDERTAKEN

11.01 Consultation has been undertaken with Corporate Management Team in the self assessment of both our Outcome Agreement and the Improvement Priorities for 2011/12.

12.00 APPENDICES

12.01 Appendix 1: Improvement Priorities 2011/12 review.

LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS

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