

FLINTSHIRE COUNTY COUNCIL

REPORT TO: **ORGANISATIONAL CHANGE OVERVIEW & SCRUTINY COMMITTEE**

DATE: **MONDAY 15TH JUNE, 2015**

REPORT BY: **MEMBER ENGAGEMENT MANAGER**

SUBJECT: **YEAR END CHIEF OFFICER PERFORMANCE REPORTS**

1.00 PURPOSE OF REPORT

1.01 To consider the 2014/15 Year End Service Performance Reports produced at Chief Officer level for their respective portfolios.

2.00 BACKGROUND

2.01 The new style Improvement Plan adopted by Council in June 2013 which is aligned to the new three year Outcome Agreement, focuses on the priorities which are expected to have the most impact during 2014/15.

2.02 In addition to the Chief Officer performance reports, bi-annually Improvement Plan Monitoring Reports will be presented to Overview & Scrutiny Committees according to the priority area of interest.

3.00 CONSIDERATIONS

3.01 Copies of the detailed Year End Chief Officer Performance Reports are attached at Appendix 1 – Organisational Change (1) and Appendix 2 – Organisational Change (2).

3.02 The contents of the Chief Officer reports include:-

- areas of positive performance;
- areas of concern;
- the Council Improvement Priorities that are not set as an in-year priority;
- progress for key projects and collaborative areas of work;
- risk summaries;
- reporting against findings from internal and external regulatory bodies e.g. Wales Audit Office, Care and Social Services Inspectorate Wales or Estyn; and
- performance against the statutory national performance indicators (NSIs and PAMs).

3.03 Analysis of performance against the Improvement Targets and NSIs is undertaken using the RAG (Red, Amber and Green) status. This is defined as follows:-

- RED – equates to a position of unacceptable performance
- AMBER – equates to a mid position where the performance has not achieved target but is within an acceptable level
- GREEN – equates to meeting or exceeding target

3.04 The indicator which showed a high (RED) status against target was:-

3.04.1 **Portfolio: Organisational Change (2)**
Operational Risk – Reduction of future workloads resulting in the need to review service team structures and resource levels

This fee income generating service is likely to see significant reduction in future funding made available for schemes and as a direct result a reduction in fee generation. Consideration is therefore being given to the future direction and structure of these Architectural & Design Consultancy Service. This includes consideration of alternative delivery models.

4.00 RECOMMENDATIONS

4.01 That the Committee consider the 2014/15 Year End Service Performance Reports produced by the Chief Officers, highlight and monitor poor performance and feedback details of any challenge to the Corporate Resources Overview & Scrutiny Committee who are responsible for the overview and monitoring of performance.

5.00 FINANCIAL IMPLICATIONS

5.01 None as a result of this report.

6.00 ANTI POVERTY IMPACT

6.01 None as a result of this report.

7.00 ENVIRONMENTAL IMPACT

7.01 None as a result of this report.

8.00 EQUALITIES IMPACT

8.01 None as a result of this report.

9.00 PERSONNEL IMPLICATIONS

9.01 None as a result of this report.

10.00 CONSULTATION REQUIRED

10.01 Publication of this report constitutes consultation.

11.00 CONSULTATION UNDERTAKEN

11.01 Not applicable.

12.00 APPENDICES

12.01 Appendix 1 – Organisational Change (1)
Appendix 2 – Organisational Change (2)

LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS

None.

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