



Executive
11th December 2006

**Report from the Director of
Policy and Regeneration**

Wards Affected:
ALL

**Vital Signs Performance Digest Quarter Two
July - September 2006**

1.0 Summary

1.1 This report introduces the Vital Signs for the period July to September 2006 (quarter two). The Vital Signs monitors the council's performance against key indicators.

2.0 Recommendations

2.1 The Executive are recommended to note the council's performance against key performance indicators.

3.0 Detail

3.1 The Vital Signs document provides quarterly information on key performance indicators across the council. In particular, it:

- Provides an at a glance summary of good and bad performance highlighting areas where performance has fluctuated
- Provides details of any remedial action to be taken
- Allows both Councillors and officers an opportunity to comment and assess performance progress
- Encourages regular performance monitoring by service managers and thereby signals that such monitoring should not just be seen as a one-off end of year exercise but an essential part of good management practice throughout the year
- Provides an essential overview of key performance indicators for both the Executive and Performance & Finance Select Committee

3.2 Each year, the performance indicators measured as part of the Vital Signs are reviewed to reflect changing council priorities, areas critical for CPA and

anything which is high risk to the council. This year all of the stretch targets negotiated as part of the councils Local Area Agreement are included as well as those critical for CPA and other council priorities. We have also included all of the Vital Signs that did not perform to target at some point over the last year.

3.3 This report is being considered by the Executive at their meeting on 11 December 2006.

4.0 Financial Implications

4.1 There are no direct financial implications arising from this report.

5.0 Legal Implications

5.1 None, directly arising from the report

6.0 Diversity Implications

6.1 This report monitors the gender and ethnic background of the top 5% of earners. Targets are set and plans are made for ensuring women and people from ethnic minorities are properly represented in this group of council employees.

7.0 Background Information

Further information can be obtained from Ann Kenny (Policy & Regeneration Unit) on 020 8937 1033.

Director of Policy and Regeneration
Phil Newby