



**Performance & Finance  
Select Committee**  
25<sup>th</sup> July 2007

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

Wards Affected:  
ALL

**Vital Signs Performance Digest Quarter Four –  
January to March 2007**

## 1.0 Summary

1.1 This report introduces the Vital Signs for the period January to March 2007 (quarter four). The Vital Signs monitors the council's performance against key indicators.

## 2.0 Recommendations

2.1 The Performance & Finance Committee are recommended to note the council's performance against key performance indicators and discuss the implications of indicators not performing to target.

## 3.0 Detail

3.1 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 Comprehensive Performance Assessment 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.

3.2 The digest:

- 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 progress against performance
- 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

#### **4.0 Financial Implications**

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

#### **5.0 Legal Implications**

5.1 There are no direct legal implications arising from this 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