



Executive
23rd August 2006

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

For information

Wards Affected:
ALL

**Vital Signs Performance Digest Quarter Four
January – March 2006**

Forward Plan Ref: PRU-06/07-002

1.0 Summary

- 1.1 This report introduces the Vital Signs for the period January to March 2006 (quarter four). The Vital Signs monitors the council's performance against key indicators. This report also provides a summary of performance over the year.
- 1.2 Normally, this report would be considered soon after the period end. This however has not been possible in this case until the formation of a new Executive following the borough elections.

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 This report is the last one in a series for 2005/06. It therefore follows a slightly different format to other reports during the year. The key difference is the inclusion of an annual review and an overall assessment of improvement for the council as a whole and for each service area.

3.3 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. For 2006/07, all of the stretch targets negotiated as part of the councils Local Area Agreement are included as well as those critical for Corporate Performance Assessment ratings. We have also included all of the Vital Signs that did not perform to target at some point over the last year.

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.

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