

ITEM 8B

MINUTE EXTRACT

PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

28 NOVEMBER 2016

28 NOTICE OF MOTION: PERFORMANCE MANAGEMENT - REPORTING ARRANGEMENTS

The Chair of the People Overview and Scrutiny Committee reported that at the meeting of the Council held on 17 October 2016 (minute 67(5) refers), the following Notice of Motion proposed by Councillor Phil Gilchrist and seconded by Councillor Stuart Kelly was referred by the Mayor to this Committee for consideration –

“PERFORMANCE MANAGEMENT – REPORTING ARRANGMENTS

Council notes:

1. the training session on the arrangements for Performance Management held on 7 September 2016, attended by a wide range of Members across all parties, at which Members were informed regarding the range of indicators chosen for future reports based on the progress with the Wirral Plan;
2. the concern expressed at that meeting that these reports and proposed indicators do not cover the range of established indicators that Council Members have always followed and expected to see, such as progress with staff appraisals, the level of staff sickness and absence and other issues;
3. that many Members at the training session made the case for a wider range of indicators to show how Council services are performing;
4. that the former Families and Wellbeing Policy & Performance Committee received performance monitoring data on a range of indicators that are and remain sensitive and significant in the light of OFSTED’s recent findings.

Council, therefore, requests that:

- (i) as the data is still being collected and analysed by officers, a set of such wider indicators should be presented to Members on a regular basis;
- (ii) accompanying quarterly performance data, there should also be information as to the target expected in that quarter, in addition to the year end and Plan end (2020) target;
- (iii) the choice of indicators needs to be relevant to the 2020 pledge and undertakes to review those indicators chosen to measure pledge success prior to reporting for Quarter 2 performance;
- (iv) officers report to each Overview and Scrutiny committee the ‘added value’ expected for those indicators that have been included within the 2020 Vision

Plan and, in respect of indicators flagged as under or over performing, additional information and actions proposed in respect of those indicators.

In order to secure a transparent and open review, Members should be invited to submit details of the key areas that they wish to see reported upon by the end of October.

The Spokespersons of each of the newly created Overview and Scrutiny Committees should be requested to examine these suggestions and ensure a sufficient, timely and readily accessible mechanism for such data in future reports.”

Councillor Phil Gilchrist introduced the Motion and set out his views on the various elements of the Motion, suggesting a ‘back-to-basics’ approach and general methodology in relation to data gathering and reporting both past and present. He explained the difficulties that could be faced by the re-definition of data-sets and problems that this can cause with regard to performance measurement over time. He further requested that the need for Members’ access to data, to ensure essential monitoring of corporate performance. Councillor Gilchrist then also commented on other Local Authorities data that could be easily accessed via their websites e.g. Barnet and Stockport.

The Chair thanked Councillor Gilchrist for his contribution to the meeting, and expressed her own concern that not all data-sets that had been available in the past were easily accessible now. She informed that the meeting agenda contained a variety of performance focused reports, but was in agreement with the sentiments expressed by Councillor Gilchrist.

A Member stated that it was his opinion that there remained more work to do, and that the context of data monitoring and comparison over a period of time was most helpful in the role of Scrutiny Member.

The Chair informed that the People Overview and Scrutiny Committee would be looking at the data for Quarter 2 later on in the meeting agenda, on both how the data had been presented and performance.

On a motion by the Chair, duly seconded it was –

Resolved - That

- 1) the Notice of Motion be supported;**
- 2) the People Overview and Scrutiny Committee notes that this Notice of Motion is to be considered by the 2 other Overview and Scrutiny Committees (OSC), and that a meeting has already taken place between the OSC Chairs, Vice-Chairs and Spokespersons as requested; and**
- 3) a further meeting of the OSC Chairs, Vice-Chairs and Spokespersons is to be scheduled in the New Year to consider feedback from the OSC Committees on the presentation and content of performance data.**

MINUTE EXTRACT

BUSINESS OVERVIEW AND SCRUTINY COMMITTEE

29 NOVEMBER 2016

34 **NOTICE OF MOTION: PERFORMANCE MANAGEMENT - REPORTING ARRANGEMENTS**

The Assistant Director: Law and Governance reported that at the meeting of the Council held on 17 October, 2016 (minute 67 (5) refers), the following Notice of Motion proposed by Councillor Phil Gilchrist and seconded by Councillor Stuart Kelly was referred by the Mayor to this Committee for consideration –

PERFORMANCE MANAGEMENT – REPORTING ARRANGEMENTS

“Council notes:

1. the training session on the arrangements for Performance Management held on 7 September 2016, attended by a wide range of Members across all parties, at which Members were informed regarding the range of indicators chosen for future reports based on the progress with the Wirral Plan;
2. the concern expressed at that meeting that these reports and proposed indicators do not cover the range of established indicators that Council Members have always followed and expected to see, such as progress with staff appraisals, the level of staff sickness and absence and other issues;
3. that many Members at the training session made the case for a wider range of indicators to show how Council services are performing;
4. that the former Families and Wellbeing Policy & Performance Committee received performance monitoring data on a range of indicators that are and remain sensitive and significant in the light of OFSTED’s recent findings.

Council, therefore, requests that:

- (i). as the data is still being collected and analysed by officers, a set of such wider indicators should be presented to Members on a regular basis;
- (ii). accompanying quarterly performance data, there should also be information as to the target expected in that quarter, in addition to the year end and Plan end (2020) target;
- (iii). the choice of indicators needs to be relevant to the 2020 pledge and undertakes to review those indicators chosen to measure pledge success prior to reporting for Quarter 2 performance;
- (iv). officers report to each Overview and Scrutiny committee the ‘added value’ expected for those indicators that have been included within the 2020 Vision

Plan and, in respect of indicators flagged as under or over performing, additional information and actions proposed in respect of those indicators.

In order to secure a transparent and open review, Members should be invited to submit details of the key areas that they wish to see reported upon by the end of October.

The Spokespersons of each of the newly created Overview and Scrutiny Committees should be requested to examine these suggestions and ensure a sufficient, timely and readily accessible mechanism for such data in future reports.”

In accordance with Standing Order 7 (6), Councillor Gilchrist had been invited to attend the meeting in order for him to be given an opportunity to explain the Motion.

Councillor Gilchrist elaborated on the motion which had also been referred to the People Overview and Scrutiny Committee, which had met the previous evening and was going to the Environment Overview and Scrutiny Committee the following evening. He was aware that the Chairs and spokespersons had met to discuss the matter. He suggested the need to find indicators which remained relevant, were accurate and could be easily assessed.

The Chair commented that the Committee would all echo the sentiments being expressed and on a motion by the Chair, duly seconded, it was –

Resolved –

- (1) That the Notice of Motion be supported.**
- (2) That a further meeting of the OSC Chairs, Vice-Chairs and Spokespersons would be welcomed to consider feedback from the OSC Committees on the presentation and content of performance data.**

MINUTE EXTRACT

ENVIRONMENT OVERVIEW AND SCRUTINY COMMITTEE

30 NOVEMBER 2016

29 **NOTICE OF MOTION: PERFORMANCE MANAGEMENT REPORTING ARRANGEMENTS**

The Chair of the Environment Overview and Scrutiny Committee reported that at the meeting of the Council held on 17 October 2016 (minute 67(5) refers), the following Notice of Motion proposed by Councillor Phil Gilchrist and seconded by Councillor Stuart Kelly was referred by the Mayor to this Committee for consideration –

“PERFORMANCE MANAGEMENT – REPORTING ARRANGMENTS

Council notes:

1. the training session on the arrangements for Performance Management held on 7 September 2016, attended by a wide range of Members across all parties, at which Members were informed regarding the range of indicators chosen for future reports based on the progress with the Wirral Plan;
2. the concern expressed at that meeting that these reports and proposed indicators do not cover the range of established indicators that Council Members have always followed and expected to see, such as progress with staff appraisals, the level of staff sickness and absence and other issues;
3. that many Members at the training session made the case for a wider range of indicators to show how Council services are performing;
4. that the former Families and Wellbeing Policy & Performance Committee received performance monitoring data on a range of indicators that are and remain sensitive and significant in the light of OFSTED’s recent findings.

Council, therefore, requests that:

- (i) as the data is still being collected and analysed by officers, a set of such wider indicators should be presented to Members on a regular basis;
- (ii) accompanying quarterly performance data, there should also be information as to the target expected in that quarter, in addition to the year end and Plan end (2020) target;
- (iii) the choice of indicators needs to be relevant to the 2020 pledge and undertakes to review those indicators chosen to measure pledge success prior to reporting for Quarter 2 performance;
- (iv) officers report to each Overview and Scrutiny committee the ‘added value’ expected for those indicators that have been included within the 2020 Vision

Plan and, in respect of indicators flagged as under or over performing, additional information and actions proposed in respect of those indicators.

In order to secure a transparent and open review, Members should be invited to submit details of the key areas that they wish to see reported upon by the end of October.

The Spokespersons of each of the newly created Overview and Scrutiny Committees should be requested to examine these suggestions and ensure a sufficient, timely and readily accessible mechanism for such data in future reports.”

As neither Proposer nor Secunder of the motion was in attendance, the Chair informed that, in accordance with Overview and Scrutiny Procedures Rule 16(e), the matter would be considered ‘in absentia’.

A Member commented that it was his belief that the majority of the requirements as embedded in the Notice of Motion were being achieved. Another Member stated that there had been good reports regarding the initial meeting of the OSC Chairs, Vice Chairs and Spokespersons and that further meetings should be organised.

Similar comment was made regarding the Performance Management Member training session held in September 2016, although concern was expressed in so far as time delays in reporting could mean that information may be quickly dated.

A Member expressed a view that the referral of this particular Notice of Motion to all Overview and Scrutiny Committees had resulted in a lot of Member time having been spent on the matter, compared to it having been debated at Council as originally hoped. Another Member countered this argument stating that as a result of its referral the matter had probably received more detailed consideration than may have occurred in the course of a busy Council meeting.

On a motion by the Chair, duly seconded it was –

Resolved - That

- (1) the Notice of Motion be supported; and**
- (2) a further meeting of the OSC Chairs, Vice-Chairs and Spokespersons would be welcomed to consider feedback from the OSC Committees on the presentation and content of performance data.**