



Harrow Strategic Partnership Board

14th June 2007

HSP and Performance Management Arrangements

The HSP Board is asked to agree:

1. To consider and adopt the attached HSP scorecard.
2. For officers to allocate appropriate quarterly and annual targets to the HSP scorecard

Purpose of this report

The purpose of this report is to update the HSP Board on the progress of the HSP performance management framework and to present the draft-overarching partnership scorecard.

Background

In January 2006 the HSP Board agreed a structure for managing and monitoring the performance of the partnership by utilising the Council's performance management system. It was agreed to build balanced scorecards to monitor the outcomes of each management group, the performance and value added of the partnership and undertake a self-assessment questionnaire.

The self-assessment questionnaire was undertaken in Spring 2006 to act as a benchmark of current perceptions of the HSP and the results from this survey have been used to inform and develop an improvement plan for the partnership.

Five scorecards (Safer Harrow, Sustainable Development and Enterprise, Community Cohesion, Children and Young People's Partnership and Healthier Communities and Older People) have been developed and uploaded in the council's performance system and have been used to report the last two quarters' performance.

On completion of the Delivery Plans for the Sustainable Community Plan's medium term ambitions, these targets will also be included in each relevant management group scorecard.

Overarching partnership scorecard

The draft HSP scorecard is broken into five perspectives to align with the council's scorecard system. The partnership's objectives and indicators are listed under each relevant perspective to produce a balanced scorecard.

The objectives are based on the poor performing questions (50% or less strongly agreed or agree) from last years self-assessment questionnaire and key responsibilities of the partnership e.g. delivery of the local area agreement,

Project Management

Progress on all targets will be monitored through the scorecard mechanism used by the Council. The HSP scorecard will be presented to the HSP Executive quarterly with the first report due July 2007.

Next Stage

The next steps for the performance management framework are to extend the management groups' scorecards to include the targets from the Sustainable Community Plan and other relevant plans and strategies e.g. the Childrens Young Persons Plan.

Paul Najsarek
Director, People, Performance and Policy

Objective	Indicator	Owner	Baseline
Resources			
Spend aligns with the stretched indicators delivery plan	% variance from Safer Harrow profiles spend	Chair of Safer Harrow	Profiles to be established
	% variance from Community Cohesion profiles spend	Javed Khan Deven Pillay	Profiles to be established
	% variance from Children and Young People profiles spend	Paul Clarke	Profiles to be established
	% variance from Older People and Healthier communities profiles spend	Andrew Morgan	Profiles to be established
	% variances from SD&EMG profiles spend	Graham Jones	Profiles to be established
People			
Make up of the HSP is reflective of the community	The % BME members in the HSP	Mike Howes	Monitoring form to be completed by all members of HSP
	The % male members in the HSP	Mike Howes	
	The % female members in the HSP	Mike Howes	
	The % of members who belong to a faith group	Mike Howes	
	The % of members who are under 25	Mike Howes	
	The % of members who are over 65	Mike Howes	
	The % of members who declare a disability	Mike Howes	
Community Involvement			
The HSP strategies reflect the views and needs of all sections of the community	% of people who strongly agree and agree	Mike Howes	50%
The Sustainable Community Plan 3 year action plan is on track	% of indicators which are green	Mike Howes	Plan to be developed
The Sustainable Community Plan is refreshed annually	% complete against project plan	Mike Howes	Plan to be developed
The LAA stretched targets are	% stretched targets on track for the Safer Harrow Management Group	Chair of Safer Harrow	06/07
	% stretched targets on track for the Community Cohesion Group	Deven Pillay Javed Khan	06/07
	% stretched targets on track for the Children and Young People	Paul Clarke	06/07
	% stretched targets on track for the Older People and Healthier Communities	Andrew Morgan	06/07
	% stretched targets on track for SD&EMG	Graham Jones	06/07
Partnerships			
The HSP provides an effective steer to partner organisations' strategies	% of people who strongly agree or agree	Mike Howes	50%
Service Development			
Operational planning takes account of feedback	% of people who strongly agree or agree	Mike Howes	50%
Achieved green GOL rating by 2008/09	GOL rating	Mike Howes	Amber
The HSP improvement plan is on track	% complete against project plan	Mike Howes	
Minimise risks that are over 20	The number of risks that are 20 or over on the risk register	Mike Howes	2/22