

Report on	Council Performance Improvement Policy (draft)
Date of Meeting	Thursday 5 th December 2019
Reporting Officer	P Moffett, Head of Democratic Services
Contact Officer	L Jenkins, Performance & Quality Officer

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	X

1.0	Purpose of Report
1.1	The purpose of the report is to seek approval from elected members on the draft Council's Performance Improvement Policy
2.0	Background
2.1	The Council is committed to ensuring continuous improvement in the delivery of its services and this draft policy further ensures Councils commitment to compliance with the statutory requirements of the Local Government Act (NI) 2014.
2.2.	The Northern Ireland Audit Office in relation to proposals for improvement suggested in addition to Council's current performance management framework that, <i>"Given the statutory nature of the framework, expand upon the current corporate performance management framework to develop a performance improvement policy. Whilst this is not a statutory requirement we would regard this as good practice"</i> .
2.3	<p>"Improvement" in the context of the Local Government Act (NI) 2014 means more than just quantifiable gains in the output or efficiency, or the internal effectiveness of the Council. Improvement for Mid Ulster District Council is about activity that enhances the sustainable quality of life and environment for ratepayers and communities. The vision to improve the economic, social, economic, environmental and cultural well-being of Mid Ulster District is at the heart of everything the Council does. Put simply, it means, "getting better all the time". As the Council's arrangements for meeting its responsibilities under the Performance duty have matured, a Performance Improvement Policy has now been developed to complement the performance management framework.</p>

3.0	Main Report
3.1	The aim of the policy is to describe how Council will implement its responsibilities under the Performance Duty as set out in part 12 of the Local Government Act (NI) 2014 (The Act) and how performance management and improvement will be embedded across the Council and align with the strategic planning and performance management frameworks. Further detail is provided in Appendix One – Draft Performance Improvement Policy
3.2	<p>The objectives of the policy signifies that:</p> <ul style="list-style-type: none"> • Council is committed to ensuring the achievement of continuous improvement is within all areas of the organisation. • Employees, members, service users and partners, will be engaged and encouraged to participate in the improvement effort, we will provide guidance on how to implement continuous improvement in their day-to-day work • Council will embed a workplace where continuous improvement is embedded in the Council's ethos and Culture • Our approach to continuous improvement will be underpinned by the adoption of best practice, regular reviews of projects and services, regular evaluation, scrutiny and monitoring of the organisation and establish areas for development.
3.3	This policy is linked to the Corporate Theme of "Delivering for Our People" under priority 1.6, <i>"Integration of a culture of service improvement as the key to service delivery"</i> .
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: not applicable, arrangements being delivered within existing resource
	Human: not applicable, arrangements being delivered within existing resource
	Risk Management: Will assist in council's compliance with Part 12 of the Local Government Act 2014

4.2	<u>Screening & Impact Statements</u>
	Equality & Good Relations Implications: Screened no impact or mitigating actions required
	Rural Needs Implications: Screened - No impact or mitigating actions required
5.0	Recommendation(s)
5.1	It is recommended that the committee approved the draft performance Improvement Policy as detailed as part of this report.
6.0	Documents Attached & References
	Appendix One – Draft Performance Improvement Policy