

# Performance Management Framework

## PLAN



- The Council's vision and priorities and what we want to achieve are outlined in the Council and other Strategic Plans
- We engage with our stakeholders
- Actions, budgets, measures and targets are agreed
- Objectives are identified for all members of staff through Performance and Personal Development (PPD)
- Development (PPD)

## DO



- Plans, priorities and actions are implemented and monitored
- High standards of data quality are ensured
- Information is gathered to track and monitor performance and identify trends



**Focus  
Passion  
Inspiration**

## ACT



- What is working well is strengthened and what can be improved is identified
- Benchmarking is undertaken to share and identify good practice and learning
- Performance information informs improvement activity
- Performance Information is reported to meet the needs of different audiences

## LEARN



- We make an informed assessment of what the data is telling us
- Performance measures are reviewed to ensure that the data collected is useful in terms of being able to measure performance and delivery against key priorities and outcomes
- Performance review is undertaken at each level