



POWYS PUBLIC SERVICES BOARD

Step	2) Establish a simple and effective performance management framework to monitor progress in delivering the well-being steps and achieving the vision.
PSB lead	Julian Atkins, CEO, Brecon Beacons National Park Authority
Partners/stakeholders involved Interested parties identified during the engagement or who could help deliver?	<p>All PSB partners.</p> <p>Engagement and Communications teams to assist with engagement?</p> <p>University / College – Students / Apprentice help design / build a new system should that be the desired outcome.</p>
Scope of the step What needs to be done to deliver the step?	<p>Initially establish what each of the performance management arrangements are in each organisation and identify where there are common areas / themes, which could be transferred into a framework to measure performance.</p> <p>Identify what works well in partner organisations, examples of good practice.</p> <p>Will one-person co-ordinate and populate the framework or will there be a designated person in each organisation who will have access to adding information?</p>
Where are we now? Current position, knowledge, information	<p>The Service's Improvement Objectives progress reporting is done through a SharePoint system on our @Work intranet system. The form is completed by Objective Leads on a quarterly basis, these updates are then submitted on the system and are considered by the Objective Owners, (Director level), and they then provide their quarterly overview, it is this update which is included in the Performance report, and is presented to our Performance, Audit and Scrutiny Committee (PASC), with Fire Authority Members on a quarterly basis. The same format is also used for our Corporate Projects.</p> <p>We have a viewing page for all of the Improvement Objectives on the system, which allows us to see the previously submitted quarterly updates for each of the Improvement Objectives.</p>



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	<p>I have also attached a copy of the Performance, Audit and Scrutiny Committee report for you to see how the information from this system translates into a report format. We review both the system and report template on an annual basis to ensure that it captures all of the information required.</p> <p>We also have a legislative requirement to produce improvement objectives annually, which form the basis of our Corporate Plan. We then report the progress annually in our Annual Performance Assessment (APA), which is sent to Wales Audit Office for their consideration. The information contained in the APA is gathered from our Performance, Audit and Scrutiny Committee reports.</p> <p>In order to report our progress against the Well-being Goals, we have a table which outlines which goals each objective contributes to and a narrative of how the goals are met is also provided in the PASC report.</p> <p>It would help us greatly if the work undertaken by the Service and PSB was recorded on one database, which we could then include in our reports to Fire Authority Members and other forums, this would help to reduce the duplication of reporting to a number of different stakeholders.</p>
Activity to date What has been done already?	To be completed at a later date.
Activity for coming 3 months What do you plan to do?	To be completed at a later date.
Barriers Is something/someone getting in the way?	There are a number of different reporting timescales across the different organisations which could act as a barrier, together with the different reporting requirements, level of detail needing to be provided, frequency of reporting and the systems being used. Duplication across partner organisations.



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