

PERFORMANCE MANAGEMENT STRATEGY

Report of the Director of Housing & Customer Service

1. SUMMARY OF REPORT

It is essential for Derby Homes to have a performance management strategy which clearly outlines our vision for the next 5 years. This strategy defines the key elements of this vision and describes how we intend to achieve it.

2. RECOMMENDATION

- 2.1 To discuss and approve the performance management strategy with particular reference to the role to be played by the Performance Management Committee as covered in point 6 of the strategy.

3. MATTER FOR CONSIDERATION

- 3.1 The performance management strategy is attached at Appendix 1.
- 3.2 In summary, the strategy defines the vision and clarifies the essential elements of effective performance management.
- 3.3 The strategy outlines where we are now and details our aspirations for the development of effective performance management within the organisation.
- 3.4 The strategy will be owned by the Performance Team and delivery of strategy has been incorporated within the Service Improvement Targets for this team.

The areas listed below have no implications directly arising from this report

- Consultation
- Financial and Business Plan
- Legal and Confidentiality
- Personnel
- Environmental
- Equalities Impact Assessment
- Health & Safety

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or the Chief Executive, phil.davies@derbyhomes.org - Tel 01332 711010

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Supporting Information: None.