

<b>REPORT REFERENCE NO.</b>	<b>APRC/19/3</b>
<b>MEETING</b>	<b>AUDIT &amp; PERFORMANCE REVIEW COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>18 JANUARY 2019</b>
<b>SUBJECT OF REPORT</b>	<b>CORPORATE PERFORMANCE REPORTING</b>
<b>LEAD OFFICER</b>	<b>Director of Service Improvement (ACFO Pete Bond)</b>
<b>RECOMMENDATIONS</b>	<i>That the presentation be noted.</i>
<b>EXECUTIVE SUMMARY</b>	<p>Appended to this paper is a presentation that provides an overview of the Service's approach to performance management.</p> <p>The presentation outlines how the organisation is working to embed a positive performance culture through the new Performance Management Framework (PMF) and how this will support it to achieve the priorities set out within the Fire and Rescue Plan and IRMP.</p> <p>Four key elements are covered:</p> <ol style="list-style-type: none"> <li>1) Organisational culture</li> <li>2) Performance Management Framework</li> <li>3) Performance reporting</li> <li>4) Role of personnel at different levels of the organisation.</li> </ol> <p>The objective is to provide the Audit &amp; Performance Review Committee with an overview of how the Service is progressing in this area and to clarify and reaffirm the role that the Committee plays in scrutinising the corporate performance of the organisation, which will be facilitated by the submission of a report twice yearly on performance against a suite of Key Performance Indicators (KPIs).</p>
<b>RESOURCE IMPLICATIONS</b>	None
<b>EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)</b>	None
<b>APPENDICES</b>	A. Corporate Performance Reporting Presentation Slides
<b>LIST OF BACKGROUND PAPERS</b>	Devon and Somerset Fire and Rescue Authority Corporate Plan 2013/14 – 2014/15