



# Wem Rural Parish Council

## Performance Management

### Council Performance

The aim of the Council is:

- To provide effective, efficient and accountable local government for the parish, enabling residents to be involved in the life of the community and its future development.
- To be a strong voice for residents and local businesses, working to improve the overall parish area both built and natural, while preserving the uniqueness of heritage areas.

The Council reviews its performance in achieving its aim by:

- Reviewing its Action Plan at each monthly Council meeting.
- An annual review of its Action Plan prior to setting the following year's Plan.
- Completing an annual Performance Review.

The Performance Review covers areas of:

- Strategy: Does the Council have a clear vision?
- Engagement: Is the Council properly engaged with its community, wider community and other bodies?
- Effectiveness: Is the Council as effective as it could be?
- Finances: How does the Council manage and make use of public money?
- Councillors and Staff: Does the Council make best use of its human resources?

Actions and improvements identified by the Performance Review are fed into the Action Plan. The Performance Review is available on the Parish Council's website.

<https://www.wemrural-pc.gov.uk/aims-and-objectives/>

### Councillors' Performance

Councillors undertake an induction process when joining the Council and after the four yearly normal elections. A skills audit is periodically completed by Councillors to identify areas of strengths and weakness both individually and as a Council. Identifying the Council's strengths and weaknesses is key when seeking new Councillors. Councillors are also able to complete an assessment to identify areas of the Council's activities, procedures and processes where training is required. This feeds into the budget setting for training costs.

### Staff Performance

The Council employs one member of staff, the Clerk and RFO. The Clerk is CiICA qualified and holds other relevant qualifications. An annual appraisal of the Clerk is carried out by the Chair of the Personnel Committee in consultation with members of the Committee. Performance against past objectives which are linked to the Council's Action Plan are reviewed and new objectives set. Training needs to achieve those objectives are identified and discussed. A record of CPD is maintained.

### Teamworking

Attendance at any Council meeting will show that although differences of opinions on issues are often expressed once a decision is achieved a corporate stance is supported. It is clear from talking to Councillors and Clerk that they all work together as a team to achieve aims of the Council.

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