

Recommendations on performance management framework**PERFORMANCE MANAGEMENT****2007 Grade: Good**

RECOMMENDATION 1 - That the force continues to develop its performance management framework so as to set out the key performance accountabilities, systems and products across the force, taking into account the ten principles within the joint Association of Chief Police Officers, Her Majesty's Inspectorate of Constabulary, the Association of Police Authorities, the Police Superintendents' Association of England and Wales and the Home Office publication 'Managing Police Performance'.

RECOMMENDATION 2 - That the force develops and introduces a resource allocation mechanism for business groups (other than territorial policing, which has its own resource allocation formula) that maximises efficiency, productivity and peer-group scrutiny. This will need to be integrated within the wider force business planning process.

RECOMMENDATION 3 - To review the quality assurance function in the force and introduce a consistent approach (whichever tool is ultimately used) to the diagnosis of change management opportunities, the identification of risk and local inspection/audit opportunities.