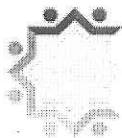




Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.



COMISIYNYDD  
HEDDLU A THROSEDDU  
DYFED-POWYS  
POLICE AND CRIME  
COMMISSIONER

## REPORT / SUMMARY DECISION SHEET

**PURPOSE: COMMISSIONER DECISION**

**Timing: Urgent / Pressing / Routine**  
(Specify date required and why, where possible)

**Title: Performance Management Survey**

**Category of Decision / Business Area Impact: Performance**

### **Executive Summary:**

In 2014, the Police and Crime Commissioner commissioned a survey amongst police officers and staff to enable a broader understanding of the performance culture across the force. The results of this survey indicated that a culture of targets and league tables still existed. In response to the survey results, the Commissioner set out his intention to review progress against the initial findings of the survey at the beginning of 2016.

Crest Advisory were appointed in January 2014 to support the Commissioner in establishing an effective performance management approach to policing. Part of this work was to establish a baseline for performance improvement and, to enable a broader understanding of the current performance culture across the Force, Crest Advisory conducted a short survey amongst police officers and staff.

The survey will assist the Commissioner to understand police officer and staff awareness of current priorities, the effectiveness of the current performance management system, attitudes towards target-setting and the use of performance management information by staff and officers.

The performance management survey will be conducted via email in January 2016 and the results will be presented by the end of February 2016.

The cost of this work will be £3,000.

### **Recommendation:**

That the Police and Crime Commissioner appoint Crest Advisory to undertake a re-run of the Performance Management Survey.

### **Police and Crime Commissioner for Dyfed-Powys**

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the NOLAN Principles for Conduct in Public Life. The above has my approval.

**Signature:**

**Date: 20/12/2015**