

Greater Sydney RWC Meeting 9: BUSINESS PAPERS

Agenda Item 8	Performance Indicators for measuring progress
ATTACHMENTS	<ul style="list-style-type: none"> • Discussion paper “Performance Indicators for measuring progress” (attached to this Business Paper)
BACKGROUND	<p>Implementation of the GS RSWMP must be accompanied by monitoring and reporting of progress. This is best practice and is also established as a requirement in the RWC Terms of Reference and the RSWMP itself, as follows:</p> <p>RWC Terms of Reference – Part 2 “Objectives” (5) “To facilitate the measurement and evaluation of progress in the control of invasive weed species.”</p> <p>GS RSWMP – Table 1.1 “Visions, Goals, Outcomes, Objectives and Strategies of the plan”:</p> <ul style="list-style-type: none"> • Strategies - Develop consistent systems for monitoring, evaluating and reporting on the effectiveness of weed management • Objective - Provide a framework for more detailed planning, monitoring and reporting of weed management programs. • Outcome - Information, monitoring, performance evaluation and reporting systems, provide for benchmarking, continuous improvement, stakeholder feedback and innovation. <p>It is proposed to commence consideration of monitoring and reporting systems for weed management in the Greater Sydney region by identifying potential Key Performance Indicators (KPI’s). These would provide the parameters for use in measuring weed management outcomes at a regional scale. When considering suitable KPI’s we also need to determine who would collect the data, and how often.</p> <p>Any KPI’s identified need to be easily measured and provide evidence of progress against the strategic outcomes of the plan. They should also provide the evidence needed to develop informative narratives around implementation of the plan.</p> <p>The attached paper provides further background, and a number of potential Key Performance Indicators selected to provide meaningful measures of weed management in the region.</p>
FOR ACTION/DECISION/NOTING	For Decision
DECISION REQUIRED BY RWC MEMBERS	<p>RWC members are requested to read the attached paper and consider the following:</p> <ol style="list-style-type: none"> 1. Are the proposed KPI’s appropriate, including the units of measure, who is responsible, and frequency of reporting? 2. What other KPI’s would help inform our understanding of how weed management is progressing in the region?

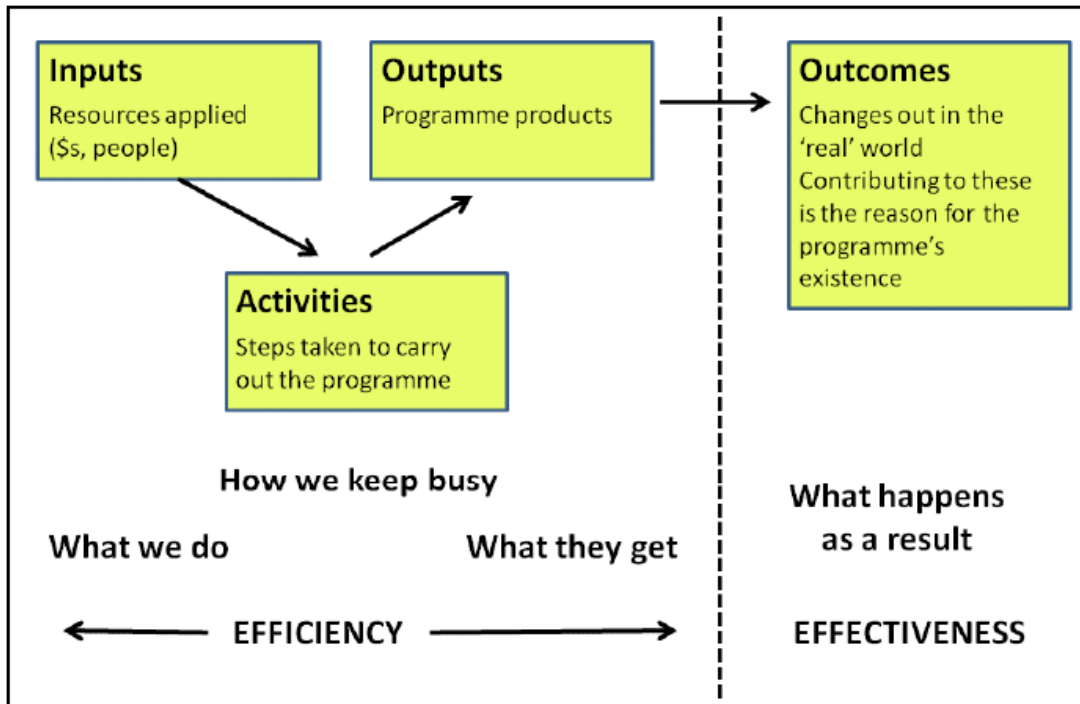
PERFORMANCE INDICATORS FOR MEASURING PROGRESS

Background

Implementation of the GS RSWMP must be accompanied by monitoring and reporting of progress. This involves setting Key Performance Indicators (KPIs) and measuring and monitoring performance.

A Key Performance Indicator is a measurable value that demonstrates how well an organisation or program is achieving its objectives. Traditionally, weed management programs have measured and reported inputs, activities and outputs as a means of demonstrating efficiency in delivery of services. However, given the large amounts of public resources directed towards weed management annually, there is an increasing demand to measure and report on program results or outcomes.

The below diagram is a simple logic model which highlights the difference between an output focus (how well or cost effectively things are done, eg number of weeds controlled) and an outcomes focus (the difference made by the program, e.g. reduction in weed spread)



The draft Program Logic for Greater Sydney RSWMP (attached) shows how the inputs and activities & outputs align with the outcomes and goals of the RSWMP. Note that the outputs and activities (purple boxes) are what we have said we will do in the RSWMP. It is highly likely there will be other activities planned during implementation.

To be able to demonstrate both efficiency and effectiveness, it is recommended that KPIs for the GS RSWMP measure inputs, activities & outputs and intermediate outcomes.

The following table lists a number of possible KPIs for use in the measuring progress of weed management against the priorities in our RSWMP, including who would be responsible for collecting and reporting the information, and how often.

Inputs/Resources

PROPOSED KPI	Unit of measure	Responsibility for reporting	Reporting Frequency	RSWMP Goal	Use
Volunteer hours spent on weed management	No. Hours	LLS	Annual	All	Indicator of input/contribution from community / volunteers. Can also indicate efficiency when viewed together with KPI for activity/output. Can also be used to compare contributions from other sectors.
LCA staff responsible for weed control/management	FTE	LCA's	Annual	All	Indicator of input/contribution by LCAs.
LCA operation budget for weed control/ management	\$	LCA's	Annual	All	Indicator of input/contribution by LCAs.
LLS/State agency staff responsible for weed management	FTE	State agencies	Annual	All	Indicator of input/contribution from state agencies
					Collectively, the above KPI's provide a picture of overall inputs into weed management in the region. Over time, they show whether more or less resources are being directed towards weed management.

Activities & Outputs

PROPOSED KPI	Unit of measure	Responsibility for reporting	Reporting Frequency	RSWMP Goal	Use
Control of priority weeds by volunteers	ha	LLS	Annual	1, 2 & 3	Indicator of output by community/volunteers. Without an indicator of output, it is difficult to see the efficient use of inputs
Control of priority weeds by LCA	ha	LCA	Quarterly	2 & 3	Indicator of output by LCA
Surveillance - Regional High Risk Pathways	km	LCA	Quarterly	2 & 3	Reported result can be compared with benchmark or predetermined target and used to measure performance of LCA as well as region. Demonstrates the degree to which LCA's and the region are performing a task which is fundamental to detection of new incursions and monitoring existing incursions.
Inspections – Regional High Risk Sites	No.	LCA	Quarterly	2 & 3	
Inspections – Properties (1 ha or greater)	No.	LCA	Quarterly	2 & 3	
Inspections – Properties (under 1 ha)	No.	LCA	Quarterly	2 & 3	

Outcomes (intermediate)

PROPOSED KPI	Unit of measure	Responsibility for reporting	Reporting Frequency	RSWMP Goal	Use
Incursions of new species	No.	LCA	Annual	2 & 3	Indicator of effectiveness of surveillance and control programs.
Incursions of new species eradicated	No.	LCA	Annual	2 & 3	Indicator of effectiveness of control programs
No of priority species eradicated from region					
Change in area of priority infestation – 6 priority species	Ha	LCA	Annual	2 & 3	

All collecting and collating of reporting to be done by LLS