

7 December 2016		ITEM: 8
General Services Committee		
Chief Executive Performance Appraisal		
Wards and communities affected: All	Key Decision: No	
Report of: Jackie Hinchliffe, Director of HR, OD & Transformation		
Accountable Head of Service: N/A		
Accountable Director: Jackie Hinchliffe, Director of HR, OD & Transformation		
This report is: Public		

EXECUTIVE SUMMARY

Under Thurrock Council's constitution (Chapter 5, Part 5) the General Services Committee is responsible for the performance appraisal of the Chief Executive in line with the performance appraisal procedure.

1. RECOMMENDATIONS:

- 1.1 Members are asked to note the Mid-Year appraisal review of the Chief Executive.**
- 1.2 Members are asked to agree the objectives for remainder of 2016/17.**

2. INTRODUCTION AND BACKGROUND:

- 2.1 This report is being presented to General Services Committee to consider and agree the mid-year appraisal of the Chief Executive.
- 2.2 The 2016/17 objectives for the Chief Executive were agreed by General Services Committee on 27 June. The objectives cover:
 - Financial Management
 - Working with Members of all parties with shared agendas
 - Representing Thurrock amongst stakeholders and maximising investment within the borough
 - Delivering a resident survey in the autumn
 - Effectively managing the senior team

- Addressing the council's Placemaking agenda

3. CURRENT POSITION

- 3.1 The chief Executive has completed the appraisal document (Appendix 1) setting out:
- Assessed performance over the past six month
 - Confirmation of objectives for next six months
 - Additional comments

Strong performance is demonstrated across all objectives: a new Leadership Team is in place with a focus on the delivery of the council's priorities; the council has been reaccredited with IIP Gold and the staff survey indicates increasing engagement from the workforce; setting a balanced budget has been a key activity with a commitment to transformation, driving the commercial agenda and the council spending review framework; developing relationships internally and externally is enhancing the reputation of the borough and supporting the placemaking ambitions.

4. CONSULTATION (including Overview and Scrutiny, if applicable)

- 4.1 In accordance with the Performance Appraisal Procedure, consultation with representatives from Leadership Group and external stakeholders will be conducted as part of the end of year appraisal.

5. IMPACT ON CORPORATE POLICIES, PRIORITIES, PERFORMANCE AND COMMUNITY IMPACT

- 5.1 The objectives and performance of the Chief Executive impacts on the whole organisation and the borough.

6. IMPLICATIONS

6.1 Financial

There are no direct financial implications arising from this report.

Implications verified by: **Sean Clark**
Director of Finance and IT

6.2 Legal

There are no direct legal implications arising from this report.

Implications verified by: **David Lawson**
Monitoring Officer

6.3 **Diversity and Equality**

There are no direct Diversity and Equality issues arising from this report.

Implications verified by: **Becky Price**
Community Development Officer

6.4 **Other implications (where significant) – i.e. Section 17, Risk Assessment, Health Impact Assessment, Sustainability, IT, Environmental**

None

7. **CONCLUSION**

7.1 The performance management of the Chief Executive is a formal function of General Services Committee.

BACKGROUND PAPERS USED IN PREPARING THIS REPORT:

- Chief Executive – Performance Appraisal Procedure

APPENDICES TO THIS REPORT:

- Appendix 1 – Mid Year Performance Appraisal of the Chief Executive

Report Author Contact Details:

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