

<b>3 May 2017</b>		<b>ITEM: 6</b>
<b>General Services Committee</b>		
<b>Chief Executive Performance Appraisal</b>		
<b>Wards and communities affected:</b> All	<b>Key Decision:</b> No	
<b>Report of:</b> Jackie Hinchliffe - Director of HR, OD & Transformation		
<b>Accountable Head of Service:</b> N/A		
<b>Accountable Director:</b> Jackie Hinchliffe - Director of HR, OD & Transformation		
<b>This report is:</b> 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. Recommendation(s)**

- 1.1 Members are asked to note the End of Year appraisal review of the Chief Executive and confirm final rating and wording.**
- 1.2 Members are asked to agree the objectives for 2017/18.**

### **2. Introduction and Background**

- 2.1 This report is being presented to General Services Committee to consider and agree the end of 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 documentation setting out:

- Assessed performance over the year
- Proposed objectives for 2017/18

Members were provided with the documentation in advance of the meeting to enable consideration of content. In addition, members were provided with the feedback from a range of stakeholders.

### **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 was 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**

Implications verified by: **Laura Last**  
**Management Accountant, Corporate Finance**

There are no direct financial implications arising from this report.

#### **6.2 Legal**

Implications verified by: **David Lawson**  
**Deputy Head of Law & Governance**

There are no direct legal implications arising from this report.

#### **6.3 Diversity and Equality**

Implications verified by: **Natalie Warren**  
**Community Development and Equalities  
Manager**

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

6.4 **Other implications** (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder

None

## 7. **Conclusion**

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

## 8. **Background papers used in preparing the report**

Chief Executive – Performance Appraisal Procedure

## 9. **Appendices to the report**

None

## **Report Author:**

Jackie Hinchliffe

Director HR, OD & Transformation