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| <b>15 November 2017</b>   |  | <b>ITEM: 5</b>             |
| <b>General Services Committee</b>   |  |                            |
| <b>Chief Executive Performance Appraisal</b>  |  |                            |
| <b>Wards and communities affected:</b><br>All                                       |  | <b>Key Decision:</b><br>No |
| <b>Report of:</b> Jackie Hinchliffe, Director of HR, OD and Transformation          |  |                            |
| <b>Accountable Assistant Director:</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. RECOMMENDATIONS:**

#### **1.1 Members are asked to note the Mid-Year appraisal review of the Chief Executive.**

### **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 2017/18 objectives for the Chief Executive were agreed by General Services Committee on 3 May 2017. The objectives cover:

- Financial Management and self-sustainability
- Working with Members of all parties
- Working with partners and stakeholders to maximise the outcomes for the borough
- Effectively leading the organisation and managing the senior team
- Driving 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
- Additional comments

Strong performance is demonstrated across all objectives: the Leadership Team is in place with a focus on the delivery of the council's priorities; the staff survey indicates increasing engagement from the workforce and improvement across all areas; setting a balanced budget has been a key activity with a commitment to transformation, driving the commercial agenda and the council spending review framework and effectively using investment to drive forward the potential for financial self-sustainability; developing relationships internally and externally is enhancing the reputation of the borough and supporting the placemaking ambitions.

Essentially there is good progress across the full range of the Council's ambitions; there are still improvements and outcomes to be delivered and the Chief Executive recognises the need to continue to drive consistency and performance over the next six months.

### **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**  
Telephone and email: **01375 652010**  
**sclark@thurrock.gov.uk**

#### **6.2 Legal**

There are no direct legal implications arising from this report.

Implications verified by: **David Lawson**  
Telephone and email: **01375 652087**  
**dlawson@thurrock.gov.uk**

### 6.3 **Diversity and Equality**

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

Implications verified by: Natalie Warren

### 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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Director HR, OD & Transformation