

<b>7 March 2018</b>		<b>ITEM: 5</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 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 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 2018/19.**

### **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 2017/18 objectives for the Chief Executive were agreed by General Services Committee on 3 May 2017. The objectives cover:
  - Financial Management
  - Working with Members of all parties with shared agendas
  - Representing Thurrock amongst stakeholders and maximising investment within the borough
  - Effectively leading and 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 2018/19

Strong performance is demonstrated across all objectives: the Leadership Team has been further enhanced to ensure Thurrock and its residents benefit from the growth opportunities; the 2017 staff survey demonstrated improvement across all priority areas; the Transformation Programme and innovative and creative investment strategy has delivered a balanced MTFS for the next four years and provided the foundation for financial self-sustainability – a position not achieved in most councils and not achieved by any other unitary authority; relationships with external stakeholders remain strong and continue to enhance the reputation of the borough and the council, supporting the placemaking ambitions.

There has been positive feedback from internal stakeholders at all levels within the organisation including:

- 'engaging and inclusive'
- 'strong leader who challenges officers and partners to continuously improve'
- 'strong advocate for the borough, demonstrating a passion for the area and its people'

There is good progress across the full range of the Council's ambitions; performance has improved in the majority of key performance indicators with over 75% of targets achieved this year and complaints have decreased. There are still improvements and outcomes to be delivered and the Chief Executive recognises the need to continue to drive consistency, continuing improvements to customer service for residents and further improved performance over the next 12 month period.

### **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**

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: **Becky Price**  
**01375 652930**  
**rprice@thurrock.gov.uk**

### **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:**

- 1) Chief Executive's Appraisal – March 2018
- 2) Chief Executive's Appraisal – Internal

- 3) Chief Executive's Appraisal – External
- 4) Chief Executive's Objectives 2018-19

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