

8 October 2018		ITEM: 5
General Services Committee		
Chief Executive Performance Appraisal		
Wards and communities affected: All		Key Decision: No
Report of: Jackie Hinchliffe, Director of HR, OD and Transformation		
Accountable Assistant Director: 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.

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 2018/19 objectives for the Chief Executive were agreed by General Services Committee on 7 March 2018. 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 Council has delivered a four year balanced budget through an effective investment strategy which is driving forward the potential for financial self-sustainability; the staff survey has been completed, initial analysis has shown a positive response with improvements in core priorities; developing relationships internally and externally is enhancing the reputation of the borough and supporting the placemaking ambitions as is the work with ASELA; the revised Leadership & Management programme has been launched, designed to embed the values and characteristics of a modern council.

The Chief Executive acknowledges the progress made against the key objectives but recognises there is more to deliver over the next 6 months and is committed to doing so.

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

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

There are no direct financial implications arising from this report.

6.2 Legal

Implications verified by: **David Lawson**
Assistant Director of Law and 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. 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

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