

6 January 2016		ITEM: 5
General Services Committee		
Chief Executive Performance Objectives		
Wards and communities affected: All	Key Decision: NA	
Report of: Jackie Hinchliffe – Head of HR, OD & Transformation		
Accountable Head of Service: Jackie Hinchliffe – Head of HR, OD & Transformation		
Accountable Director: NA		
This report is Public		

Executive Summary

In accordance with the Council's Chief Executive Performance Appraisal Procedure the General Services Committee is responsible for appraising the Chief Executive's performance and for confirming the appointment following the probationary period.

To support this process it is necessary to agree objectives against which performance will be assessed.

This report proposes performance objectives for the new Chief Executive, appointed on 14 September 2015 for the last 6 months of the financial year 2015/2016 and are presented in this report for approval by the committee.

1. Recommendation(s)

1.1 To approve the 2015/2016 performance objectives for the Chief Executive for the period September 2015 to March 2016.

2. Introduction and Background

2.1 The Chief Executive Performance Appraisal procedure seeks to ensure that the Chief Executive's performance is formally reviewed on a regular basis. It complies with the principles set out in the Joint Negotiating Committee (NJC) for Local Authority Chief Executives (national salary framework & conditions of service) handbook.

- 2.2 In accordance with the procedure, and the Council's employment terms and conditions, an externally appointed Chief Executive's probation period will run for six months from their first day of employment with Thurrock Council.
- 2.3 The Chief Executive's proposed objectives for the period September 2015 to March 2016 are attached at Appendix 1. Once formally agreed these will form the foundation of the performance appraisal in March and determine the outcome of the probationary period.

3. Issues, Options and Analysis of Options

- 3.1 The proposed objectives are in line with the expectations of the Chief Executive role, the agreed priorities of the council and accord to the principles of performance management.

4. Reasons for Recommendation

- 4.1 To provide measurable objectives to enable the committee to review the performance of the Chief Executive and determine the outcome of the probationary period of employment.

5. Consultation (including Overview and Scrutiny, if applicable)

- 5.1 The Chief Executive, Leader and Group Leaders have considered and agreed the proposed objectives.

6. Impact on corporate policies, priorities, performance and community impact

- 6.1 The performance of the Chief Executive has direct impact upon the delivery of corporate priorities and outcomes for residents.

7. Implications

7.1 Financial

Implications verified by: **Jonathan Wilson**
Chief Accountant

There are no direct financial implications arising from this report.

7.2 Legal

Implications verified by: **David Lawson**

Deputy Head of Legal Services

There are no direct legal implications associated with this report.

7.3 Diversity and Equality

Implications verified by: **Karen Wheeler**
Head of Strategy and Communications

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

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

The performance of the Chief Executive directly affects the organisation and the workforce.

8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- Chief Executive Performance Appraisal Procedure 2015

9. Appendices to the report

- Appendix 1 – Performance Appraisal for Lyn Carpenter, Chief Executive

Report Author:

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