

Report of	Meeting	Date
Head of Human Resources (Introduced by the Executive Leader Cllr J Wilson)	Executive Cabinet	30/03/06

CONSTITUTION OF THE CHIEF EXECUTIVE PERFORMANCE REVIEW PANEL

PURPOSE OF REPORT

- To seek Executive Cabinet approval of the constitution of a performance review panel for the Chief Executive

CORPORATE PRIORITIES

- This proposal supports all four corporate priorities:

- Prosperity
- People
- Place, and
- Performance

In that the Chief Executive's performance will be managed and reviewed by elected members.

RISK ISSUES

- The issue raised and recommendations made in this report involve risk considerations in the following categories:

Strategy		Information	
Reputation	√	Regulatory/Legal	
Financial		Operational	√
People	√	Other	

- The risks in this proposal are slight. The performance review of the Chief Executive would ensure that Officers are managing the change agenda in line with elected members' requirements. The monitoring process would identify any areas of concern and allow early remedial action(s).

BACKGROUND

- Performance Review was introduced to the Council in October 2004 and currently all staff undergo a review. The performance review sets individual objectives for staff in line with their Unit's Business Plan as is linked to the Corporate Plan. It also highlights areas for development and address change management to further develop our services as per the Corporate Priorities.
- There is no current performance review system in place for the Chief Executive. As Head of Paid Service, the Chief Executive serves elected members in the delivery of the

Council's services. It is felt that a performance review in this context should be as democratic and transparent as possible. It is therefore proposed that member(s) from all four political areas are represented.

6. A special appointment panel was formed for the appointment of the Chief Executive and it is proposed that they constitute the performance review panel for the Chief Executive. They are:
- K W Ball (Liberal Democrat)
 - M P Case (Conservative)
 - D Edgerley (Labour)
 - P Goldsworthy (Conservative)
 - C Hoyle (Labour)
 - R Snape (Independent)
 - J G Wilson (Labour)

COMMENTS OF THE DIRECTOR OF FINANCE

8. There no financial implications contained in this report.

RECOMMENDATION(S)

10. That Executive Cabinet :
- Approve the constitution of the Chief Executive Performance Review Panel, and
 - Advise Full Council to approve the constitution at its next sitting.

REASONS FOR RECOMMENDATION(S) (If the recommendations are accepted)

11. The constitution of the Chief Performance Review Panel is approved by Executive Cabinet with the recommendation for its acceptance at Full Council

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

12. None

ANGELA WOLSTENCROFT
HEAD OF HUMAN RESOURCES

There are no background papers to this report.

Report Author	Ext	Date	Doc ID
Dave Watt	235801	14/03/06	