

**COUNCIL
16 JULY 2020**

MANAGING DIRECTOR'S APPRAISAL

Responsible Cabinet Member – Councillor Heather Scott, Leader of the Council

Responsible Assistant Director – Elizabeth Davison

SUMMARY REPORT

Purpose of the Report

1. To endorse the recommendation of the Appraisal Sub-Group in respect of the Managing Director's Performance Appraisal.

Summary

2. The Appraisal Sub-Group met on 9 March, 2020 to consider the Managing Director's Performance Appraisal in accordance with the previously agreed process.
3. In considering the documentation, the Sub-Group noted that as this was the first appraisal for the new post, no targets had been set for review although the Managing Director presented a report on the priorities he had been working on following consultation with the three leaders he had worked with since his appointment.
4. The appraisal sub group agreed the Managing Directors priorities for the next year.
5. This report outlines the recommendation of the Appraisal Sub-Group.

Recommendation

6. It is recommended that the following recommendation of the Appraisal Sub-Group be endorsed by the Council :-

That in respect of the Managing Director's Appraisal, it is recommended that Council note that the Appraisal Sub-Group has met to consider the Managing Director's Appraisal for 2020/21 and has agreed that the Managing Director will undertake a 360 degree review of his performance and that a further meeting of this Sub-Group be held in six months' time to share that review information.

Reason

7. The recommendation is supported by the following reason :-
 - (a) To enable the appraisal to be confirmed.

Elizabeth Davison
Assistant Director Resources

Background Papers

No background papers were used in the preparation of this report.

S17 Crime and Disorder	There are no issues in relation to Crime and Disorder.
Health and Well Being	There are no issues in relation to Health and Wellbeing.
Sustainability	There are no issues in relation to Sustainability
Diversity	There are no issues relating to Diversity which this report needs to address.
Wards Affected	None.
Groups Affected	None.
Budget and Policy Framework	This report does not affect the budget or policy framework.
Key Decision	This is not a key decision.
Urgent Decision	This is not an urgent decision.
One Darlington: Perfectly Placed	This report does not adversely impact on the Strategy.
Efficiency	This report does not have any direct impact on efficiency.
Impact on Looked After Children	This report does not have any direct impact on efficiency

MAIN REPORT

Information and Analysis

8. The Appraisal Sub-Group (a subsidiary body of the Human Resources Committee) undertakes an annual appraisal with the Managing Director and reports its recommendations to the Council.
9. The Sub-Group met on 9 March 2020, to undertake the appraisal. It reviewed the Managing Director's self-assessment and agreed the objectives for 2020/21.
10. The Sub-Group made the following recommendation to Council :-

That in respect of the Managing Director's Appraisal, it is recommended that Council note that the Appraisal Sub-Group has met to consider the Managing Director's Appraisal for 2020/21 and has agreed that the Managing Director will undertake a 360 degree review of his performance and that a further meeting of this Sub-Group be held in six months' time to share that review information.

Conclusion

11. The Managing Director's appraisal has been undertaken by the Appraisal Sub-Group of the Human Resources Committee. As this is a Committee constituted by Council, Council is required to endorse the recommendation of the Sub-Group.