

COUNCIL
30 SEPTEMBER 2021

CHIEF EXECUTIVE'S APPRAISAL

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

Responsible Assistant Director – Brett Nielsen

SUMMARY REPORT

Purpose of the Report

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

Summary

2. The Appraisal Sub-Group met on 7 September 2021 to consider the Chief Executive's Performance Appraisal in accordance with the previously agreed process.
3. This report outlines the recommendation of the Appraisal Sub-Group.

Recommendation

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

That in respect of the Chief Executive's Appraisal, it is recommended that Council note that the Appraisal Sub-Group has met to consider the Chief Executive's Appraisal for 2021/22 and has agreed that the Chief Executive will focus on the following key themes for the year ahead:

- (i) transitioning out from covid as an organisation and as a Borough;
- (ii) execute key regeneration priorities including town centre;
- (iii) delivery and communication of the council plan;
- (iv) promoting the council in a positive light and develop the new leadership with a positive employee culture and service;
- (v) positively seek additional funding for councils schemes;
- (vi) work with partners to better Darlington; and
- (vii) reviewing and delivering the MTFP supporting service delivery

Reason

5. The recommendation is supported by the following reason:- to enable the appraisal to be confirmed.

Brett Nielsen
Assistant Director Resources

Background Papers

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

Shirley Wright Ext 5998

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.
Carbon Impact and Climate Change	There is no direct impact
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.
Council Plan	The report contributes to the Council Plan in a number of ways through Officer involvement in contributing to the delivery of the Plan.
Efficiency	This report does not have any direct impact on efficiency.
Impact on Looked After Children and Care Leavers	This report has no impact on Looked After Children and Care Leavers

MAIN REPORT

Information and Analysis

6. The Appraisal Sub-Group (a subsidiary body of the Human Resources Committee) undertakes an annual appraisal with the Chief Executive and reports its recommendations to the Council.
7. The Sub-Group noted, at the meeting on 7 September, 2021, that this was the first appraisal for the recently appointed Chief Executive, and therefore no targets had been set for review, however, they did consider a report submitted by the Chief Executive on the priorities he had been working on since his appointment.
8. In considering the report, the Group acknowledged the work the Chief Executive has undertaken in the last three months since his appointment in embedding the new Organisational Structure and the new Senior Management Team. It particularly recognised the strong leadership through the Pandemic and the embracement of the new Organisational Structure.

9. The Sub-Group made the following recommendation to Council:

That in respect of the Chief Executive's Appraisal, it is recommended that Council note that the Appraisal Sub-Group has met to consider the Chief Executive's Appraisal for 2021/22 and has agreed that the Chief Executive will focus on the following key themes for the year ahead:

- (i) transitioning out from covid as an organisation and as a Borough;
- (ii) execute key regeneration priorities including town centre;
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- (vii) reviewing and delivering the MTFP supporting service delivery

Conclusion

10. The Chief Executive'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.