

**COUNCIL
26 JANUARY 2022**

CHIEF EXECUTIVE'S APPRAISAL

Responsible Cabinet Member – Councillor Jonathan Dulston, Leader of the Council

Responsible Director – Elizabeth Davison Group Director of Operations

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 16 December 2022 to consider the Chief Executive's Performance Appraisal in accordance with the previously agreed process.
3. This was the second appraisal for the Chief Executive, and he presented a statement reviewing the priorities he had been working on since the last appraisal in September 2021.
4. In considering his report, the Group acknowledged and thanked Chief Executive for the work undertaken since his last appraisal.
5. The Appraisal Sub-Group agreed the Chief Executive's priorities for the next year and this report outlines the recommendation of the Group.

Recommendation

6. It is recommended that the following recommendation of the Appraisal Sub-Group be endorsed by 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 2022/23 and has agreed that the Chief Executive will focus on the following key themes for the year ahead, namely :-

- (i) ensuring governance arrangements of all Council activities and the Council's financial position remains positive;
- (ii) preparing for the Quality Care Commission inspection of Adult Social Care;
- (iii) agile working and efficiencies from implementation;

- (iv) implementation of the Integrated Care Board into the organisation; and
- (v) further investigation of partnerships with local voluntary sector organisations.

Reason

7. The recommendation is supported 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.

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| 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. |
| 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 | 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 Chief Executive and reports its recommendations to the Council.
9. The Sub-Group met on 16 December 2022, to undertake the appraisal at which it reviewed the Chief Executive's self-assessment of the previous year and the achievements made, and agreed the objectives for the coming financial year 2023/24.
10. In reviewing the previous year the sub group made reference to difficult climate over the past year and thanked the Chief Executive for all the positive work and achievements in the period including;
 - (a) Strong workforce leadership
 - (b) Continued economic growth and delivery of key regeneration projects
 - (c) Building relationships with key partners particularly with Darlington Economic Campus
 - (d) Good Ofsted judgement in Children's Services
 - (e) A positive Peer Review
11. 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 2022/23 and has agreed that the Chief Executive will focus on the following key themes for the year ahead, namely :-

- (i) ensuring governance arrangements of all Council activities and the Council's financial position remains positive;
- (ii) preparing for the Quality Care Commission inspection of Adult Social Care;
- (iii) agile working and efficiencies from implementation;
- (iv) implementation of the Integrated Care Board into the organisation; and
- (v) further investigation of partnerships with local voluntary sector organisations.

Conclusion

12. 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.