

**COUNCIL
21 MARCH 2024**

CHIEF EXECUTIVE'S APPRAISAL

Responsible Cabinet Member – Councillor Stephen Harker, 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 Wednesday 6 March 2024 to consider the Chief Executive's Performance Appraisal in accordance with the previously agreed process.
3. This was the third appraisal for the Chief Executive, and he presented a statement reviewing the priorities he had been working on since the last appraisal in December 2022.
4. In considering his report, the Group appreciated 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 2023/24 and has agreed that the Chief Executive will focus on the following key themes for the year ahead, namely :-

- (i) the budget position and financial challenges,
- (ii) implementation of the Council Plan,
- (iii) explore further partnering opportunities with organisations,
- (iv) continue to promote and deliver economic growth opportunities,
- (v) further develop the Council's culture, performance and staffing.

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.

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 6 March 2024, 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 2024/25.
10. In reviewing the previous year the sub group thanked the Chief Executive for all the positive work and achievements in the period.
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 2023/24 and has agreed that the Chief Executive will focus on the following key themes for the year ahead, namely :-

- (i) the budget position and financial challenges,
- (ii) implementation of the Council Plan,
- (iii) explore further partnering opportunities with organisations,
- (iv) continue to promote and deliver economic growth opportunities,
- (v) further develop the Council's culture, performance and staffing.

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.