



People, Performance and Development Committee
29 January 2016

Outcome of Chief Executive's Appraisal Panel – 23 November 2015

Purpose of the report:

To inform the People, Performance and Development Committee of the outcome of the Chief Executive's Appraisal which took place on 23 November 2015.

Recommendations:

That the People, Performance and Development Committee note that the outcome of the Chief Executive's 2015 appraisal was a rating of 'Outstanding'.

Introduction:

1. The Appraisal process consists of:
 - A comprehensive Feedback Exercise.
 - a Personal Statement Report
 - background Supporting Documents
 - the Appraisal Panel
2. The full panel hearing took place on 23 November.

Feedback exercise:

3. A comprehensive feedback exercise was conducted whereby elected members, partners and direct reports to the Chief Executives were asked to provide feedback on performance and qualities. The 360 Feedback is a Part 2 document (item This included the following:

Members

- Leader of the Council – **David Hodge**
- Deputy Leader of the Council – **Peter Martin**
- Leader of the Liberal Democrats – **Hazel Watson**

- Chairman – Council Overview Board – **David Munro**
- Chairman of the Council – **Sally Marks**
- Cabinet Members: **Linda Kemeny, Mel Few, Denise Le Gal & John Fury**

Surrey Chief Executives/Chief Constable:

- **Ray Morgan** – Woking Borough Council
- **Lynne Owens** – Chief Constable
- **Frances Rutter** – Epsom & Ewell Borough Council

Selection of Surrey Senior Colleagues:

- **Chief Executive's Team:** Dave Sargeant, Julie Fisher, Trevor Pugh, Ann Charlton

Chief Executive's Personal Statement:

4. The Appraisal process allows for the appraisee to provide a background personal statement reflecting on achievements and behaviours, this was provided by the Chief Executive and is a Part 2 document (Item).

Supporting Documents:

5. The Appraisal process took into account the following supporting information:
 - The last two Chief Executive six Monthly Reports; and
 - the LGA Peer Review 2013 for Surrey County Council – Executive Summary.

The Appraisal Panel and Outcome:

6. The Panel consisted of the following Members plus two external advisers:
 - County Councillor, David Hodge, Leader of the Council
 - County Councillor, Peter Martin, Deputy Leader of the Council
 - County Councillor Nick Harrison, Minority Group Leader - Resident's Association
 - Bob Pickles, Head of Corporate & Government Affairs, Canon UK & Ireland - External Advisor
 - Mark Lloyd, CEO of the Local Government Association - External Advisor
7. At the Appraisal Hearing the Chief Executive highlighted successes and issues from the past year in support of his Personal Statement. Each member of the panel plus the two advisors questioned the Chief Executive on his performance. The Panel were unanimous in their assessment that the Chief Executive's Appraisal Rating should be recorded as **Outstanding**. The notes from the Appraisal Panel are Part 2 (Item

Conclusions:

- 8. A thorough and comprehensive Appraisal process for the Chief Executive has been carried out. The Chief Executive of the Local Government Association who attended the Panel as one of two external advisors, commented to the Leader and Panel members that the process followed by Surrey County Council was the best he had seen in local government.
- 9. A unanimous outcome was arrived at that the Chief Executive’s performance was rated as **Outstanding**.

Financial and value for money implications

- 10. Having a rigorous, strategic and values driven Chief Executive at the top of the organisation has ensured the Council has a strategic approach to managing its financial challenges.

Equalities and Diversity Implications

- 11. The organisation continues to make progress towards an inclusive, non-hierarchical and values driven culture and this is strongly led and role modelled from the top by the Chief Executive.

Risk Management Implications

- 12. Having a rigorous, strategic and values driven leader at the top of the organisation is an essential element of good organisational risk management.

Next steps:

- 13. A further appraisal review will be completed in March 2017 of the 2016-17 appraisal objectives.

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Annexes:

- Annex 1 – Chief Executive 360 Degree Appraisal Report (Part 2) – Item
- Annex 2 – Chief Executive’s Personal Statement (Part 2) – Item
- Annex 3 - Notes of the Chief Executive’s Appraisal Meeting – 23 November, 2015 (Part 2) – Item

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