

CHESHIRE EAST COUNCIL

Council

Date of Meeting:	10 th April 2014
Report of:	Cllr Michael Jones, Leader of the Council
Subject/Title:	Corporate Leadership Board Appraisals

1.0 Report Summary

- 1.1 This report requests that Council agree to the establishment of an appraisal board for Corporate Leadership Board (CLB) members and delegate the arrangements for establishing and running the appraisal board to the Council's Staffing Committee.

2.0 Recommendation for Council:

- 1.2 To agree to the establishment of an appraisal board for Corporate Leadership Board members and delegate the arrangements for establishing and running the board to the Council's Staffing Committee.

3.0 Reasons for Recommendations

- 3.1 The establishment of an Appraisal Board will ensure that Members are fully engaged with and able to lead on future appraisals for all CLB members which will, in turn, link to any performance related pay awarded to each CLB member in line with the Council's Pay Policy Statement 2014/15.

4.0 Wards Affected

- 4.1 Not applicable.

5.0 Local Ward Members

- 5.1 Not applicable.

6.0 Policy Implications

- 6.1 Any decisions relating to the pay and remuneration of Chief Officers must comply with the Pay Policy Statement which was agreed at Council in February 2014. This recommendation is in line with the Pay Policy Statement proposed for adoption for 2014/15.

7.0 Financial Implications

- 7.1 There are no direct financial implications associated with this report; Senior Management Pay and Reward has been budgeted for as part of the budget setting process.

8.0 Legal Implications

S112(1) of the Local Government Act 1972 provides that:

“a local authority shall appoint such officers as they think necessary for the proper discharge by the authority of such of their or another authority's functions as fall to be discharged by them.

(2) An officer appointed under subsection (1) above shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit.

(2A) A local authority's power to appoint officers on such reasonable terms and conditions as the authority thinks fit is subject to section 41 of the Localism Act 2011 (requirement for determinations relating to terms and conditions of chief officers to comply with pay policy statement)”

The establishment of an Appraisal Board relates to the remuneration of officers and the recommendation in this report delegates the function to the Staffing Committee by reflecting this in the Terms of Reference of that Committee. This report complies with S41 of the Localism Act 2011 as it is in accordance with the Council's Pay Policy approved by Council on 27 February 2014.

9.0 Risk Management

- 9.1 The recommendations in this report seek to implement a fair and equitable process for managing the performance of the Council's Senior Leadership Team which will mitigate the risk of challenge relating to senior management pay and reward in the future.

10.0 Appraisal Board

- 10.1 Council is asked to agree to the establishment of an Appraisal Board for CLB members.
- 10.2 Council is also asked to delegate the responsibility for establishing the Board, including membership, terms of reference and working arrangements, to the Council's Staffing Committee.
- 10.3 It is proposed that the Board comprise of a cross party group of members from the Council's Staffing Committee with proportionate representation from each of the main groups.

11.0 Recommendations

- 11.1 Council is requested to consider the report and approve the establishment of the CLB Appraisal Board in line with the recommendations made.
- 11.2 Council is also asked to delegate responsibility for the Board to the Council's Staffing Committee.

12.0 Access to Information

- 12.1 The background papers relating to this report can be inspected by contacting the report writer:

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