



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MONDAY, 16 OCTOBER 2023

Report of the Director of Organisation Resilience, People and Communications

Managing Director Appraisal Process 2022/23

1. Purpose

1.1 To confirm to the Appointments and Conditions of Service Committee that in line with the Managing Director Appraisal Process, the annual formal PDR meeting has been completed for the 2022/23 performance year.

2. Information and Analysis

2.1 The responsibility for appraising the Managing Director lies with the Leader of the Council, utilising independent external advice where both parties agree. An independent external facilitator, East Midlands Councils, was therefore commissioned by the Interim Director of Organisation Resilience, People and Communications in March 2023 to facilitate the PDR process for 2022/23 for the organisation's Managing Director.

2.2 The process was undertaken in line policy principles and key requirements, with the independent external facilitator also ensuring that feedback was obtained in advance of the formal meeting from the following key stakeholders:

- Leader
- Managing Director
- Corporate Management Team
- All Cabinet Members
- Leaders of the Main Opposition Groups

- Two external partners to be agreed with the Leader and the Managing Director. Partner feedback was incorporated from the 360 feedback process underway as part of the organisation's Inspiring Leaders Leadership Development Programme.

2.3 The formal annual PDR meeting was held on 19th June 2023.

3. Consultation

3.1 In line with the policy, the Leader and the Managing Director were fully engaged and updated throughout the process, providing agreement to the approach undertaken.

3.2 Feedback was sought and obtained from the key stakeholders outlined in this report to inform the annual PDR meeting.

4. Alternative Options Considered

4.1 An independent external facilitator may not have been commissioned; however this would detract from the objective and independent facilitation of the process.

5. Implications

5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

6. Background Papers

6.1 None.

7. Appendices

7.1 Appendix 1 – Implications

8. Recommendation(s)

That Committee:

a) Note the completion of the Managing Director's annual formal PDR meeting on 19th June 2023 for the 2022/23 performance year.

9. Reasons for Recommendation(s)

9.1 To comply with the policy requirements as set out in the Managing Director's Appraisal Process.

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Implications

Financial

1.1 The external costs of completing the Managing Director's appraisal process for 2022/23 was £897 inclusive of VAT. This cost was to commission the independent external facilitator and was met from existing budgets.

Legal

2.1 None.

Human Resources

3.1 As outlined in the report.

Information Technology

4.1 None.

Equalities Impact

5.1 None.

Corporate objectives and priorities for change

6.1 This report confirms that the annual PDR has been set in the context of the council's objectives, priorities and targets in line with policy.

Other (for example, Health and Safety, Environmental, Sustainability, Property and Asset Management, Risk Management and Safeguarding)

7.1 None.