

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 30 NOVEMBER 2016

REPORT BY SECRETARY TO THE EMPLOYER’S SIDE

MANAGING PERFORMANCE POLICY

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- Members are invited to approve the revised Managing Performance Policy and to make a recommendation or not to Human resources Committee

RECOMMENDATIONS FOR LOCAL JOINT PANEL:

That: Human Resources Committee be advised that:

(A)	the revised Managing Performance Policy be approved.
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Background

1.1 The Managing Performance Policy was last reviewed in 2009. The council’s programme of policy review is after three years or sooner in line with legislation and best practice.

2.0 Report

Key Changes in the Policy

2.1 The policy has been updated to be consistent with the new Absence Management Policy so it now has an informal stage (with the verbal warning removed) followed by two formal stages (with first and final written warnings) before a capability hearing is held.

2.2 Feedback was also sought from managers who had managed

complex performance cases and as a result of their feedback sections were added regarding support for managers and holding case reviews at the end of the process.

2.3 The revised Absence Management Policy can be found at **Essential Reference Paper 'B'**.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

Contact Officer: Emma Freeman – Head of Human Resources and Organisational Development.
Ext 1635
Emma.Freeman@eastherts.gov.uk

Report Author: Claire Kirby – HR Officer
Ext 1630
Claire.kirby@eastherts.gov.uk