

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 30 NOVEMBER 2016

REPORT BY SECRETARY TO THE EMPLOYER’S SIDE

LEADERSHIP TEAM 360 PERFORMANCE REVIEW AND RELATED
PAY SCHEME

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- Members are invited to approve the Leadership team 360 performance review process and performance related pay scheme

RECOMMENDATIONS FOR LOCAL JOINT PANEL:

That: Human Resources Committee be advised that:

(A)	the Leadership team 360 performance review process be approved; and
(B)	the Leadership team performance related pay scheme is approved.

1.0 Background

1.1 To support the senior management restructure, new pay scales were approved for Grade 13 (Heads of service) by Human Resources (HR) Committee in January 2016. The pay scales are based on market data and the council’s imperative to remain competitive for senior management in the market. Additional scale points were created to allow the progression through the scales for Heads of Service. Progression through the proposed pay range and scale points would be based on performance (measured through a performance review process) rather than by annual increments.

- 1.2 It was proposed that the process would be designed by the Head of Human Resources and Organisational Development (HR & OD) in consultation with the Leadership team and Unison.
- 1.3 A new employee performance development review scheme (PDR) was approved by HR Committee in July 2016 which supports the council's values and behaviours. The new process moves to one formal review per year and more emphasis on 121s. Importance has been given to identifying development needs, recognising career aspirations and focusing on self-review.
- 1.4 The council's values and behaviours document supports the PDR process and is split into three sections employee; manager and senior manager's behaviours. Giving examples of above and beyond; expected practice and needs development for each value – Here to help, We work together and We aim high.
- 2.0 Report
- 2.1 The proposed 360 performance process and performance related pay scheme supports and builds on the council's new PDR process and values and behaviours for senior managers (please see **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

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