

ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (<i>delete as appropriate</i>):	Priority 1 – Improve the health and wellbeing of our communities Priority 2 – Enhance the quality of people's lives Priority 3 – Enable a flourishing local economy
Consultation:	This report has been approved by the Leadership team on 3 October and 7 November. Unison have been consulted and feedback included in the design of the review.
Legal:	None
Financial:	The leadership team 360 performance review supports the performance related pay scheme for heads of service.
Human Resource:	The proposed performance review process supports the councils PDR process and is designed using the senior managers values and behaviours document
Risk Management:	None
Health and wellbeing – issues and impacts:	None