

ANGUS COUNCIL

PERSONNEL AND PROPERTY SERVICES COMMITTEE - 16 JUNE 1998

POLICY AND RESOURCES COMMITTEE - 23 JUNE 1998

JOINT REPORT BY CHIEF EXECUTIVE AND DIRECTOR OF PERSONNEL

REVIEW OF PERFORMANCE APPRAISAL SCHEME

ABSTRACT

This report proposes changes to the Performance Appraisal Scheme introduced in 1997 on a pilot basis for Chief Officers and Heads of Service, adoption of which will enable the Scheme to be extended to all APT&C employees.

1 RECOMMENDATION

The Committees approve the terms of this report for their respective interests.

2 INTRODUCTION

The Personnel and Property Services Committee of 28 January 1997 adopted a Performance Appraisal Scheme for JNC and APT&C employees on the basis that it would be implemented in 1997 on a pilot basis for Chief Officers and Heads of Service following which it would be reviewed and if required "fine tuned" prior to being extended to other employees in future years.

Appraisals of Chief Officers and Heads of Service occurred during the summer months following which the views of these officers on the Scheme and its application were sought.

The outcome of that process is detailed in full in the attached paper.

3 PROPOSAL

The proposals relating to refinements to the Scheme and its extension to APT&C employees are outlined in the attached paper, summarised in the last section, Summary of Proposals.

4 FINANCIAL IMPLICATIONS

There are no financial implications associated with the terms of this report.

5 CONSULTATION

The Director of Finance and Director of Law and Administration have been consulted on this report.

The attached paper was drafted in response to comments from Chief Officers and Heads of Service and has been the subject of consultation with Chief Officers. The appropriate trade unions have been consulted on the proposals.

6 CONCLUSION

It is considered that the "fine tuning" of the Performance Appraisal Scheme as outlined in the attached paper will enable the appraisal process to be extended to all APT&C employees of the Council.

Janice Torbet
Director of Personnel
April 1998
HMR

A B Watson
Chief Executive

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.