

EX50. CHIEF EXECUTIVE AND CHIEF OFFICER ASSESSMENT PROCESSES

The Executive considered a report by the Director of Corporate and Neighbourhood Services presenting processes for assessing the performance of the Chief Executive and Chief Officers.

The Executive had, on 18 March 2014 (ref EX141), agreed to review the current arrangements for assessing the performance of the Chief Executive and Chief Officers.

The report summarised the key findings of the respective reviews and presented, as appendices, a process for the assessment of the Chief Executive and a process for assessing Chief Officers.

It was proposed that, for the post of Chief Executive, an assessment panel comprising the Leader of the Council, the Provost and the Leader of the Opposition is established and that an independent adviser is appointed to facilitate the assessment process.

For Chief Officers, it was proposed that they continue to be assessed using the Achievement and Personal Development Scheme (APDS) and that this is supplemented with a 360° assessment against set leadership competencies. The proposed leadership competencies were set out in an appendix to the report.

Decision

The Executive agreed:-

- (1) the proposed Chief Executive assessment process as set out in appendix 1 of the report;**
- (2) to arrangements being made for the appointment of an independent adviser as outlined in paragraphs 3.4 and 3.5 of the report; and**
- (3) the proposed Chief Officer assessment process as set out in appendix 3 of the report.**