

Additional information in relation to Item A5

29.04.09	The figure for the total performance reward paid to the Chief Officer Group be provided to Committee Members.	The total performance award payments made to the Chief Officer group for 2007/2008 was £127,357 and for 2008/9 was £50,275.
29.04.09	Information on the number of employees who were recommended as 'excellent'. Ms Beer agreed to circulate available information to Committee Members.	For the year 2008/9, 323 staff (excluding those in schools) were initially assessed as "excellent" under the Total Contribution pay assessment process. This figure was adjusted to 259 during the moderation process. 27 staff were initially assessed as "exceptional" and this figure was moderated to 12.
29.04.09	The form used by the opposition Leaders to evaluate the performance of the Chief Officer Group be reviewed to include the opportunity to provide quantitative feedback on the level of any performance reward grant and the detail of the performance criteria and targets that the Officers were being evaluated on.	The method for gathering feedback from Members on the performance of Chief Officers is being considered as part of a review to be discussed at Personnel Committee. The form to be used in this process will form part of this review.