

By: Director of Personnel & Development
To: Personnel Committee - 29 September 2009
Subject: Performance Management of senior managers
Classification: Unrestricted

SUMMARY: The Personnel Committee will receive a presentation on how the performance management of senior managers in KCC is conducted and make suggestions on how it can be further enhanced

1. **BACKGROUND**

KCC's Strategy for Staff underpins the importance of having an excellent workforce and there is a robust performance management process in place to help make this a reality. The need to have effective and high quality performance management is essential at all levels in the organisation. It is intended to deliver a presentation to Personnel Committee to highlight the procedures currently in place for the appraisal of senior officers and suggest ways in which extra rigour could be brought to the assessment.

The presentation will cover:

- Current appraisal processes
- Objective setting
- Feedback from Members
- Possible enhancements

2. **RECOMMENDATION**

Personnel Committee will be invited to note and comment on the content of the presentation, and agreed the most appropriate mechanism for obtaining feedback from relevant Members.

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