

Appraisal Returns 2006
Performance Select, item 4

Committee: Performance Select
Date: 9 August 2006
Title: Appraisal Returns 2006
Author: Carole C W Hughes

Agenda Item

4

Item for noting

Summary

The appraisal process for 2006 has concluded and this report details the overall organisational results and Service by Service.

The new competency based appraisal has been used for the first time during 2006 and is a developmentally focused appraisal scheme.

Excluding DSO, maternity, long term sickness absence 290 appraisals were due for completion this year.

Of the 290 expected 261 appraisals have been fully completed, 13 have been completed but the paperwork is at the final drafting/signature stage. During 2006 there has been a 90% return with a further 2% at the signing off stage.

100% returns have been received from Housing, Corporate Governance, Finance, Strategy and Performance, HR, Customer Services, Quality of Life, Corporate Core.

Development Services have 70% of their appraisals complete. 92% of appraisals have been completed if those at the final drafting stage are included. The others are under way.

Environment and Culture have a 73% return of appraisals this year. Appraisals are continuing and will be completed.

Recommendations

Members note the positive approach taken by team leaders and their team members to the new competency appraisal scheme this year and the recognition of the positive and important aspects of development appraisal.

Impact

Communication/Consultation	We need to celebrate the returns from this year and thank managers and teams
Community Safety	
Equalities	This positive approach ensures all are being appraised

Appraisal Returns 2006

Performance Select, item 4

Finance	
Human Rights	
Legal implications	
Ward-specific impacts	none
Workforce/Workplace	Positive response to the new competency based and development approach