

**EAST SUSSEX COUNTY COUNCIL AND
SURREY COUNTY COUNCIL**

ORBIS JOINT COMMITTEE



DATE: 22 APRIL 2016

LEAD OFFICER: KEVIN FOSTER (CHIEF OPERATING OFFICER) AND JOHN STEBBINGS (CHIEF PROPERTY OFFICER)

SUBJECT: ORBIS PROGRESS AND DEVELOPMENT (APPRAISAL)

PURPOSE OF REPORT:

To provide the Joint Committee with an update on development of a performance management framework for Orbis

INTRODUCTION

1. The approach developed for Orbis is pragmatic and builds on the strong foundations of the existing processes in East Sussex and Surrey Councils. It combines key elements of the appraisal processes from both authorities to create a common way for Orbis.

RECOMMENDATIONS:

It is recommended that:

2. The Joint Committee notes the approach for progress and development of staff.

DETAILS:

3. The new Orbis approach to progress and development will focus on three key elements:
 - a. The areas of focus are agreed between the manager and member of staff together and are aligned to strategic priorities
 - b. The focus is having a quality conversation led by the individual
 - c. Having regular conversations – 12 throughout the year and not just focused on one annual review
4. Within this item the following papers have been provided as background information:

A presentation that provides full details of the approach that has been developed for Orbis (appendix 1).

<u>CONSULTATION:</u>

- Orbis Leadership Team
- EPIC champions
- Trade Unions

<u>WHAT HAPPENS NEXT:</u>

5. The new approach will launch in April 2016

Contact Officer:

Adrian Stockbridge, Orbis Programme Manager (07837 170418)

Consulted:

Kevin Foster – Chief Operating Officer

John Stebbings – Chief Property Officer

Leatham Green – Programme Director for People and Change

Appendices:

Appendix 1 – Progress and Development slide pack

Sources/background papers:

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