

LLANFROTHERN COMMUNITY COUNCIL

Performance review policy and procedure

Policy

The Council's policy is that the Community Clerk and other employees will be appraised annually.

The summary of this appraisal should be a fair representation of the dialogue and is to be referred to as a working document throughout the forthcoming year.

The benefits of appraisal in terms of improved communication and enhanced performance both for the Community Clerk, other employees and for the Community Council will only be achieved by the continuous commitment of all those involved in the scheme.

The Community Council's appraisal scheme has been designed to meet the following objectives:

- To assist the Community Clerk and other employees in performing their jobs to the best of their ability, maximising their job satisfaction and their contribution to the Community Council's objectives.
- To identify individual training and development needs.
- To highlight the potential for the Community Clerk and other employees to develop within their role.

Procedure

1. The Appraisal interview will occur annually.
2. The Appraisal interview will be carried out by the employee's line manager on a one-to-one basis. (The Council may decide to arrange training in the implementation of this scheme from an external source).
3. The appended documentation will be used for the purpose of conducting the appraisal.
4. The appraiser will then arrange the date, time and location of the appraisal meeting, fill in the details at the top of the Self-Appraisal and Interview Report form and notify the Community Clerk. (The Clerk will notify employees for whom he/she will undertake the appraisal).

5. The Community Clerk/other employees will be given the Self-Appraisal Notes for their completion (this exercise is voluntary and the Community Clerk/other employees will not be asked to hand in the completed form). At least five working days should be given to enable the Community Clerk/other employees to adequately prepare for the interview.

The following chart represents the sequence of events followed by the appraiser regarding the three stages of the appraisal process:

The Appraiser	
Preparation	
Gathers	Relevant documentation including the objectives set for the Community Clerk/other employees for the year under consideration.
Completes	The objectives/targets/achieved and skills gained/further development undertaken (where known) under Section A of the Interview Report Form.
Makes notes on	All other sections
The interview	
Asks for the Community Clerk's/other employee's comments	On their own performance based on the Self-Appraisal Notes
Discusses with the Community Clerk/other employees and seeks to agree conclusions	On all sections of the Interview Report Form
Completes	All sections and asks the Community Clerk/other employees to make general comments as well as sign and date the form
Summarises	Own general comments and signs and dates the form
Follow-up	
Keep notes	Of the follow-up actions required to facilitate the achievement of objectives/targets and/or general training and development needs
Retains on File	The Interview Report Form duly signed and all related documentation.
Ensures	Follow-up action takes place as appropriate

- The completed Interview Report Form will be viewed as a working document and will be continually referred to and reviewed during the year. Where the objectives/targets agreed at the appraisal interview have changed, new objectives/targets should be agreed with the Community Clerk/employee.

Footnote : As the Community Clerk is accountable to the Council as a whole it will be necessary for the Community Council to create an Appraisal Sub-Committee to consider the outcome of the appraisal process and report back to the HR Committee with the outcome of the annual appraisal process and related recommendations. The Chair of the Sub-Committee should be nominated as the appraiser. The detailed documentation used for the appraisal process should not be shared with the whole of the Community Council.

Adopted by Council: 15 November 2021
Review Date: Annually in November

Signed: *Nia Povey* (Chair)

Signed: *Huw Rowlands* (Clerk)