

PLYMOUTH CITY COUNCIL

Subject: Capability Policy and Performance Management Policies
Committee: Employment Liaison Committee
Date: 23 July 2012
Cabinet Member: Councillor Peter Smith
CMT Member: Mark Grimley
Author: Mark Grimley (Assistant Director for HR and Organisational Development)
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Ref:
Key Decision: No
Part: I

Purpose of the report:

Members of Employment Liaison Committee to recommend to the portfolio holder the implementation of new performance management policies:

- Capability Policy
- Disciplinary Policy
- General Appeals Policy
- Dismissal Appeals Policy

Corporate Plan 2012 – 2015:

We will have clear and transparent leadership and sense of direction, with an enabling management culture where staff are empowered to act and make decisions.

Implications for Medium Term Financial Plan and Resource Implications: Including finance, human, IT and land

None.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety, Risk Management and Equality, Diversity and Community Cohesion:

None

Recommendations and Reasons for recommended action:

For recommendation to the portfolio holder the implementation of new performance management policies.

Alternative options considered and reasons for recommended action:

N/A

Background papers:

N/A

Sign off:

Fin		Leg		HR		Corp Prop		IT		Strat Proc	
Originating SMT Member											
Have you consulted the Cabinet Member(s) named on the report? Yes											