



Statement on Performance Management

The Local Government Association states that:

'The ability to manage the performance of a council is critical to its success. It enables members and officers to assess whether the organisation is achieving what it set out to do, delivering value for money and making life better for its citizens.'

Credition Town Council believes the fundamental goal of performance management is to improve the effectiveness of the Council for the benefit of the whole community. To achieve this, it is important for Councillors and Officers to review their own performance and effectiveness as well as that of the Council. This will ultimately turn the Council's vision into tangible outcomes and benefits for all. Credition Town Council's aims and objectives are detailed within its Strategic Action Plan. This details the actions the Council and its eight Committees/Sub-Committees will take to achieve its strategic goals including how it will monitor and review its performance.

The Council strives to continuously improve the performance of its Councillors and Officers to promote good practice and increase knowledge and skills. To do this it has adopted a Training & Development Policy.

Councillor development

All Councillors play an important role within the performance management process therefore it's important to make sure all new members receive appropriate training at the earliest opportunity. Councillor Training Schedules are based on the overall objectives of the Council and the training needs of each Councillor. All Councillors will be provided with an induction pack as well as the opportunity to attend a relevant new councillor course when joining the Town Council. Training logs and associated Training Schedules are reviewed based on individual needs as well as Council's overall objectives. The Council also holds an annual Councillor training event covering relevant topics pertaining to the work of the Council and Councillors. This is very important as Councillors need to:

- Effectively and efficiently represent the community.
- Make sure the needs of residents are considered when devising and reviewing Council policies and strategies.
- Identify, monitor, and improve Council priorities.
- Address under performance.
- Assess whether the Council is achieving value for money.

Staff Appraisal and development

The Town Council employs 4 members of staff, these are the Town Clerk, Assistant Clerk, Projects Officer and Administrative Assistant. All staff contracts of employment are based on the model contract agreed between The National Association of Local Councils and The Society of Local Council Clerks. The Council is committed to all its staff maintaining at least the minimum level of continuous professional development appropriate to their role and both the Town Clerk and Assistant Clerk have achieved their Certificate in Local Council Administration. The Council operates an annual appraisal system, which identifies training and development opportunities for each staff member based on their personal needs as well as the requirements of the Council in order for it to achieve its strategic



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aims and objectives. Employee Training Schedules and Personal Development Plans are used to review and monitor training and development requirements on an individual basis.

Councillor and Employee Training Schedules and training logs will be reviewed on an annual basis to ensure they are in line with the individual's training needs as well as the strategic objectives of the Council.