

Subject: Chief Executive's Objectives Outturn for 2015/16
Meeting date: 2 March 2016
Report to: Chairman's Committee
Report of: Sally Hopper

This report will be considered in public

1. SUMMARY

- 1.1. This report summarises the outturn of the Chief Executive Officer's (CEO) 2015/16 objectives.
- 1.2. A report is included on Part 2 of the agenda, which contains exempt supplemental information. The information is exempt by virtue of paragraph 1 of Schedule 12A in that it contains information relating to an individual.

2. RECOMMENDATION

- 2.1. **The Committee is asked to note this report and agree the CEO's Annual Appraisal outcome based on this outturn in line with the performance award criteria as set out in the report in Part 2 of the agenda.**

3. BACKGROUND

- 3.1. The Legacy Corporation's performance management system involves the setting of annual objectives for all staff. Performance against set objectives forms the basis for performance assessment during annual appraisal.
- 3.2. The objectives were set by the Chairman's Committee following its meeting on 4 February 2015 and covered the 2015/16 appraisal year, reflecting the organisational aims and key deliverables set out in the emerging Organisational Strategy, which is based on the Ten Year Plan.
- 3.3. The Committee last received an update on performance against these objectives at its meeting on 13 October 2015.
- 3.4. The Committee considered the Chief Executive's last annual appraisal outcome for 2014/15 year on 28 April 2015.

4. LEGAL IMPLICATIONS

- 4.1. The Chairman's Committee's terms of reference state that "The Committee will take decisions in accordance with the Scheme of Delegations". The setting of the Chief Executive's objectives, the assessment of performance against these objectives, his or her remuneration including determining any annual bonus, is one of the decisions reserved to the Chairman's Committee under the Scheme of Delegations.

5. APPENDICES

5.1. None

List of Background Papers

Paper for the meeting of the Chairman's Committee 4 February 2015 Chief Executive Objectives 2015/16

Paper for the meeting of the Chairman's Committee 28 April 2015 Chief Executive's performance against 2014/15 objectives.

Paper for the meeting of the Chairman's Committee 13 October 2015 – Chief Executive Objectives 2015-16 update

Report originator(s):

Sally Hopper

Telephone:

020 3288 8893

Email:

sallyhopper@londonlegacy.co.uk