



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 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. 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 3 members of staff, these are the Town Clerk, Assistant Clerk and Receptionist. 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 aims and objectives.