



## Murziline Parchment – In Tray Results

Murziline attempted all 10 items and achieved the following scores:

| Number of items scoring |   |   |   |   |
|-------------------------|---|---|---|---|
| A                       | B | C | D | E |
| -                       | - | 7 | 3 | - |

### Summary

This was a very unconvincing performance. Murziline generally handled the scenarios appropriately in administrative terms but the responses lacked substance. She tended to deal with the issues at a process level but said very little about the issues themselves. The responses were all fairly basic. There was little analysis and she offered no meaningful insights. She showed little awareness of the political, managerial or partnership context. Her proposed actions were limited and non-specific. There were several items where it was not clear whether she had understood what the issues were but her responses were so general that it was difficult to be certain. There were some items where she appeared to be on the right lines but she did not follow her approach through or there were aspects of the scenario that she did not address. In summary this was a disappointing performance.

### Assessment

Murziline dealt with most of the items appropriately in process terms but the responses lacked substance. On item 1 which is about managing a projected reduction in resources, Murziline arranged to hold discussions with the Leader and the Management Team and set in train a review of the MTFP and the preparation of a series of scenarios in order to determine the financial parameters for planning purposes. However the response went no further than this. She offered no insights into how she would ensure that the Council faced up to the financial challenges.

On item 2 which is about tackling complacency and creating a positive culture Murziline suggested that she and the Leader address the staff group and that the senior management team should be instructed to "step up" the performance review process, taking capability action where necessary. This was a one dimensional response. There was nothing about how Murziline would provide the leadership needed to inspire staff. It was a very limited managerial response.

On item 3 which is about an allegation of electoral fraud Murziline responded that she would investigate if provided with details and check that the overall systems were sound. This was a rather low key response given the Borough's recent history. She did not seem to have any real grasp of the politics and given the seriousness of the allegations one might have expected her approach to have been more rigorous and incisive.

On item 7 in which a Lead Member asks for a contentious planning report to be deferred, Murziline recognised that the professional advice of the Planning Officer could not be compromised and there needed to be a proper process. She was prepared to get involved in an attempt to find a way round the problem and "explore the options" but there was nothing to suggest that she understood what the options were. She also made no mention of the impending by-election. Although she got the basics right it was an unconvincing response.

On item 8 which is about managing the tensions between local and national priorities, Murziline's response was to draw up a paper setting out the implications. However she did not offer any views on the issues or say what the implications were. She pointed out that this was a political decision but she seemed reluctant to give advice. She dealt with the scenario at a process level without saying anything about the substantive issues that were being raised.