

REPORTS FROM THE EXECUTIVE, COMMITTEES AND SUB-COMMITTEES TO COUNCIL

REPORT OF THE EXECUTIVE

1 CHIEF OFFICER APPOINTMENTS COMMITTEE

- 1.1 This item of business was referred by the Executive on 3 April 2019 to Council with a recommendation relating to the constitution of a Chief Officer Appointments Committee.
- 1.2 An extract of the key elements of the report of the Managing Director to the Executive is attached at appendix 1.
- 1.3 The membership of the Committee in the past municipal year was:

Chairman: Cllr Mrs C E Roe
Vice-Chairman: Cllr Mrs J R Lumley
Cllr Mrs L A Butcher
Cllr N L Cooper
Cllr M Hoy
Cllr J R F Mason
Cllr D Merrick
Cllr R A Oatham
Cllr I H Ward

- 1.4 The proposed terms of reference for the Committee are:

To make recommendations in respect of the Head of Paid Service role, to appoint to the Chief Officer vacancy and to determine any further Chief Officer appointment matters should they arise during the Municipal Year.

2 RECOMMENDATION

- 2.1 It is proposed that Council **RESOLVES**

That a Chief Officer Appointments Committee be constituted for the current municipal year comprising the same membership as the previous municipal year to support the recruitment of the vacant Assistant Director post.

If you would like this report in large print, Braille or another language please contact 01702 318111

REPORT TO THE MEETING OF THE EXECUTIVE 3 APRIL 2019

PORTFOLIO: GOVERNANCE

REPORT FROM MANAGING DIRECTOR

SUBJECT: CHIEF OFFICER APPOINTMENTS COMMITTEE

1 DECISION BEING RECOMMENDED

- 1.1 That a Chief Officer Appointments Committee be constituted for the current municipal year comprising the same membership as the previous municipal year to support the recruitment of the vacant Assistant Director post, pending confirmation by Full Council.

2 REASON/S FOR RECOMMENDATION

- 2.1 It was not anticipated that a Chief Officer Appointments Committee would need to convene during the current municipal year, therefore it was not constituted at Annual Council in 2018.
- 2.2 The recent departure of two of the Assistant Directors and the Head of Finance led to a restructure of the Leadership Team. There is now a vacancy for an Assistant Director, Resources.
- 2.3 In order to provide leadership and resilience in this service area it is recommended that an appointment be made as soon as possible, before the end of this municipal year.

3 SALIENT INFORMATION

- 3.1 Penna has been appointed to conduct an executive search for candidates and is actively working on the campaign at present.
- 3.2 Dates for the selection process have been identified in April 2019.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 Waiting until Annual Council at the start of the new municipal year; however, this will lead to avoidable delay in the recruitment process and the potential loss of strong candidates.

5 RESOURCE IMPLICATIONS

- 5.1 None.

6 LEGAL IMPLICATIONS

- 6.1 The Chief Officer Appointments Committee should be constituted by Full Council. This decision will therefore need to be confirmed at the next meeting of Council.

7 EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 An Equality Impact Assessment has been completed and found there to be no impacts (either positive or negative) on protected groups, as defined under the Equality Act 2010.