

APPOINTMENT OF CHIEF OFFICERS

EXECUTIVE MEMBER: Cllr Norman Williams
LEAD OFFICER: Liam Murphy, Chief Executive
REPORT AUTHOR: Liam Murphy, Chief Executive

Summary: The report proposes changes to the Council's procedures for recruiting and selecting Chief Officers to the Council.

Recommendation:	That Council approve the proposals and the subsequent changes to the Council's Constitution, including further consequential changes elsewhere.
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1. INTRODUCTION

- 1.1 Under the constitution of the Council, the Personnel Panel is the Elected Member body responsible for the recruitment of Chief Officers. At the present time, the Council is about to recruit for the s.151 Officer post and the current constitutional arrangements pose some problems.
- 1.2 The report proposes to change the arrangements for the recruitment of Chief Officers to that of a bespoke basis for the selection of the Elected Member panel.

2. ARGUMENT

- 2.1 The post of s.151 Officer (Head of Finance and Business Development Services) is one of the top three most senior statutory officer posts in the Council. Should the Personnel Panel take responsibility for the recruitment of this post it would mean that none of the most appropriate elected members of the Council would be involved in the recruitment and selection of the post. Specifically, the Leader and the Deputy Leaders, the Leader of the Opposition and his Deputy, and the Chair of the Audit Committee.
- 2.2 In 2005, following the recruitment of the current Corporate Team, Personnel Panel committed itself to review its procedures so that Chief Officer selection panels could be more streamlined in future.
- 2.3 The proposal is to rectify this situation in order to allow bespoke Elected Member panels to be called for the purposes of recruiting Chief Officers in future.

3. OPTIONS TO BE CONSIDERED

- 3.1 That Personnel Panel retain responsibility for the recruitment and selection of Chief Officers. This retains the original constitutional intent of the Council but fails to allow the most appropriate Elected Members, in terms of formal roles, to be involved in the process.
- 3.2 An alternative would be to give the responsibility for the recruitment of Chief Officers to the Executive. This would mean, however, that Opposition members would not be represented.
- 3.3 Another option would be to delegate responsibility for assembling a Member Panel for recruiting a Chief Officer to the Chief Executive in consultation with both the Leader and the Leader of the Opposition. In the case of the recruitment of the Chief Executive this delegation would pass to the Monitoring Officer. Alternatively, the Personnel Panel could retain the delegation with a

constitutional requirement to assemble the bespoke selection panel for the recruitment of Chief Officers following consultation with the Leader, Leader of the Opposition, and appropriate officers.

4. CONCLUSIONS

- 4.1 It is important that the Member Panels for Chief Officer recruitment feature the most appropriate and senior Members of the council and that there is also cross-council representation.
- 4.2 The proposal is to recommend the constitution of the Council be amended in relation to paragraph 6.52 as follows to read “***To assemble the Elected Member panel*** to consider applications, conduct interviews for, and make appointments to posts of Chief Officers ***after consultation with the relevant appropriate leading members and senior officers concerned.***”
- 4.3 Further consequential amendments would need to be made to other parts of the Constitution and it is recommended that approval be given to these consequential amendments.

List of Consultees:

Leader and the Executive
Leader of the Opposition
Personnel Panel

Background Papers:

None