

PERSONNEL COMMITTEE – 7TH JUNE 2022

Report of the Chief Executive

Part A

ITEM 8 SENIOR LEADERSHIP REVIEW – CHIEF OFFICER APPOINTMENT PANEL 2022-23

Purpose of Report

To establish an Appointment Panel for 2022-23 to deal with any Chief Officer¹ selection and appointment processes that may be required as a result of the ongoing senior leadership review.

Recommendation

That a Panel comprising of 5 Councillors (with a Quorum of 3) be appointed for the Council year 2022-23 to form a Chief Officer Appointment Panel, based on political balance requirements (ie. 4 Conservative group members, and one Labour group member).

Reason

To establish a Panel, in line with Section 5.5 (e) of the Council's Constitution (Roles of decision taking Committees) that states that the Personnel Committee will delegate to a Panel to make appointments to Chief Officer and Statutory Officer posts excluding the Head of Paid Service and to deal with any Chief Officer selection and appointment processes that may be required as a result of the ongoing senior leadership review.

Policy Justification and Previous Decisions

The Constitution specifies that the Personnel Committee has responsibility to make appointments to Chief Officer posts (ie. Strategic Directors / Directors), and that the Committee will appoint a panel of 5 members to undertake this function.

Implementation Timetable Including Future Decisions

The Panel will be required to meet to undertake any interviews and selection processes that may be required to make any appointments to Chief Officer posts that may be required as part of the ongoing senior leadership review. The interview dates have already been set as part of the formal consultation

¹ Localism Act 2011 43 defines “chief officer”, in relation to a relevant authority, as the following- (a) the head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989; (b) its monitoring officer designated under section 5(1) of that Act; (c) a statutory chief officer mentioned in section 2(6) of that Act; (d) a non-statutory chief officer mentioned in section 2(7) of that Act; (e) a deputy chief officer mentioned in section 2(8) of that Act.

requirements and therefore panel members will need to be available on the 25th and 26th July, and the morning of the 8th August.

The Panel will be supported by the Chief Executive and an HR advisor, as the selection process will initially be an internal process, an external independent person will also join the Panel in the event that it needs to meet.

Note: some Chief Officer posts may be filled without the requirement for a selection process. This will be due to confirmation of current employees in a role “matched” to their current role as documented in relevant HR policies. (ie. where the content of a new job is determined to be the same or substantially the same as that of their current job), and in such cases the Panel’s involvement will not be required.

Report Implications

Financial Implications

None.

Risk Management

No risks have been identified arising from this report.

Background Papers: None

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Part B

Background

1. As set out in Part A of this report, the Personnel Committee needs to establish a Panel of 5 elected members (on the basis of political balance requirements) to deal with any Chief Officer selection and appointment processes that may be required as a result of the ongoing senior leadership review.
2. Some posts may be filled without the requirement for a selection process based on comparability (ie. where the content of a new job is determined to be the same or substantially the same as that of their current job), and in such cases the Panel's involvement will not be needed.
3. If the Panel does need to meet, it will be supported by the Chief Executive, by an HR advisor and an Independent Person.