


<p>Non-Executive Report of the:</p> <p>General Purposes Committee</p> <p>26 February 2019</p>	
Report of: Will Tuckley, Chief Executive	Classification: Open
Update on Senior Recruitment - February 2019	

Originating Officer(s)	Amanda Marcus, Divisional Director HR and OD
Wards affected	None

Executive Summary

This report updates Members on recent senior recruitment activity

Recommendations:

The General Purposes Committee is recommended to:

1. Note current position on the recruitment to senior management vacancies in the Council structure;
2. Approve recruitment to the Divisional Director Housing and Divisional Director Planning and Building Control

1. REASONS FOR THE DECISIONS

- .1 General Purposes Committee has responsibility for the appointment to Chief/Deputy Chief Officer posts. It is usual practice for the Committee to establish Appointment Sub-Committees to fulfil the recruitment process and to receive regular progress reports.
- 1.2 Statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011 is taken account within the Council's Pay Policy Statement (which was considered at Full Council on 21 March 2018) and employees being offered a salary package on appointment of over £99,999 per annum are subject to the approval of the General Purposes Committee.
- 1.3 Section 5.2 of the Officer Employment Procedure Rules says the engagement of Chief Officers, to permanent positions or interim positions of over three (3) months, will be through the normal recruitment process overseen by the HR (now the General Purposes) Committee.

2. DETAILS OF THE REPORT

2.1 Background

General Purposes Committee received a report in October 2018 which provided an update on the recruitment to vacant senior positions. This report sets out the current status of recruitment to senior roles in the corporate structure.

2.2 Senior Management vacancies

Details of progress on the recruitment to senior roles is set out in the table below:

Job title	Current arrangements	Comments
Conditional offer		
Divisional Director Adult Social Care	This role is being covered on an interim basis	Post offered and the pre-employment checks currently taking place.
Current recruitment activity		
Corporate Director, Resources	Interim arrangements currently in place	Final interviews for the role took place on Monday, 11 th February 2019
Corporate Director Place	Interim arrangements currently in place	This post is currently being advertised. The timetable is as follows: Closing date: 22 February 2019 Long listing and technical interviews 27 February to 7 March 2019 ASC Shortlist meeting 14 th March ASC Final interviews: 26th March
Posts to be recruited to		
Divisional Director Housing	This post is being covered on an interim basis	Recruitment process commencing February 2019
Divisional Director Planning and Building Control	The postholder is retiring	Recruitment process commencing February 2019

3. EQUALITIES IMPLICATIONS

The Council is committed to equalities and such considerations will be part of the recruitment process and informs the procurement process. All posts are recruited to on merit. Recruitment to the vacancies has been carried out in accordance with the Council's procedures.

4. OTHER STATUTORY IMPLICATIONS

4.1 This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:

- Best Value Implications,
- Consultations,
- Environmental (including air quality),
- Risk Management,
- Crime Reduction,
- Safeguarding.

4.2 Recruitment to the senior management structure will further enable the Council to deliver excellent services for residents and deliver the associated financial saving.

4.3 Risks associated with recruitment have been mitigated by the engagement of a specialised recruitment adviser.

4.4 There are no other specific implications arising from this report.

5. COMMENTS OF THE CHIEF FINANCE OFFICER

5.1 The posts detailed in this report are funded through existing budgets. There are no additional financial implications arising from this report.

6. COMMENTS OF LEGAL SERVICES

6.1 This is a noting report in respect of the progress of the recruitment to the posts of Division Director Adult Social Care, Corporate Director Resources and Corporate Director Place. This report also seeks the approval of General Purposes Committee to recruit to a further 2 Divisional Director post in Housing and Planning and Building Control.

6.2 Pursuant to section 112 of the Local Government Act 1972, the Council is required to appoint such officers as it thinks necessary for the proper

discharge by the Council of its functions. Pursuant to section 7 of the Local Government and Housing Act 1989, all appointments should be on merit.

- 6.2 The Council has adopted the Officer Employment Procedure Rules in Part 4 6 of the Council's Constitution, which apply to the appointment of chief officers and deputy chief officers. The posts referred to above are all Chief Officer posts.
- 6.3 When carrying out its employment functions, the Council must comply with the requirements of the Equality Act 2010. It must not discriminate on the grounds of any protected characteristics identified in the Act. It must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don't (the public sector equality duty). In order to ensure the Council meets its obligations the committee should be satisfied that the process followed is fair and that reasonable adjustments are made where appropriate to achieve this.
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Linked Reports, Appendices and Background Documents

Linked Report

- none

Appendices

- none.

Local Government Act, 1972 Section 100D (As amended)

List of "Background Papers" used in the preparation of this report

List any background documents not already in the public domain including officer contact information.

- none.

Officer contact details for documents:

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