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| Non-Executive Report of the: General Purposes Committee 22 March 2022 |  |
| Report of: Director of Workforce, OD & Business Support | Classification: Unrestricted |
| Update on Senior Recruitment – 8 March 2022 | |

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| Originating Officer(s) | Catriona Hunt, Head of HR |
| Wards affected | All wards or state wards |

Executive Summary

This report updates Members on senior posts and recent recruitment activity.

Recommendations:

The General Purposes Committee is recommended to:

1. Note the current position on the recruitment to senior management vacancies in the Council structure.

1. REASONS FOR THE DECISIONS

- 1.1 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.
- 1.3 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 General Purposes Committee.

2. DETAILS OF THE REPORT

2.1 Background

General Purposes Committee received a report in January 2022 which provided an update on the recruitment to the posts established in the review of the Senior Leadership Team conducted in November and December 2020. This report sets out the status of recruitment to vacant senior roles in the corporate structure.

2.2 Senior Management vacancies and progress of recruitment

Detail of the progress on the recruitment to senior roles is set out in the tables below. This also includes the interim arrangements.

2.3 Posts being currently being recruited to, or within the next 3 months

| Job title and directorate | Current arrangements | Comments |
|---|---|--|
| Corporate Director of Resources (S.151 Officer) | Retaining current interim arrangements pending recommencement of recruitment to this role. | Advertising preparations are underway. The advert is expected to run throughout April 2022 and the shortlist and final interviews are to be held in June 2022. |
| Director Commissioning and Culture | Current arrangements to remain in place until the current post holder retires in August 2022. | Advertising preparations are underway. The advert is expected to run throughout April 2022 and the shortlist and final interviews are to be held in May 2022. |

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 will be 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 enables 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 specialised recruitment adviser(s).
- 4.4 There are no other specific implications arising from this report.

5. COMMENTS OF THE CHIEF FINANCE OFFICER

- 5.1 The posts are part of the core management structure agreed and sufficient base budget funding has been set aside to meet the cost associated with those posts.

6. COMMENTS OF LEGAL SERVICES

- 6.1 This report provides an update on Chief Officer and Deputy Chief Officer Recruitment Activity and extensions to interim appointments. Section 112 of the Local Government Act 1972 requires a local authority to appoint such officers as it thinks necessary for the proper discharge of their functions. The matters set out in this report comply with the above legislation.

Linked Reports, Appendices and Background Documents

Linked Report

- none

Appendices

- none