

Non-Executive Report of the:  <b>General Purposes Committee</b>  28 <sup>th</sup> March 2023	
<b>Report of: Director of Director of Workforce, OD &amp; Business Support</b>	<b>Classification:</b> Unrestricted
<b>Update on Senior Recruitment</b>	

<b>Originating Officer(s)</b>	Musrat Zaman. Director of Workforce, OD & Business Support
<b>Wards affected</b>	None

### Executive Summary

This report updates Members on recruitment to senior posts.

### Recommendations:

The General Purposes Committee is recommended to:

1. Note the current position on the recruitment to senior management vacancies in the Council structure and any interim arrangements in place.
2. To agree to formally launch the process for recruiting a new permanent Chief Executive.

### 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 states 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 an update in February 2023. This report sets out the current status of recruitment to vacant senior roles in the corporate structure.

### **2.2 Senior Management vacancies and progress of recruitment**

The detail of the progress on the recruitment to senior roles is set out in the table below. This also includes any interim arrangements.

<b>Job title and directorate</b>	<b>Current arrangements</b>	<b>Comments</b>
Chief Executive (HPS and Returning Officer)	Steve Halsey was appointed as interim CE at Full Council on 1 March 2023	It is proposed that this permanent role is advertised
Corporate Director, Resources	Caroline Holland started as interim Corporate Director and S.151 officer on 9 January 2023	It is proposed that this permanent role is advertised
Director of Finance (Deputy S151 Officer)	Nisar Visram is due to leave on the 26 <sup>th</sup> of May 2023	It is proposed that this permanent role is advertised

## **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 will be mitigated by the engagement of specialised recruitment adviser(s). The procurement process is underway to identify a specialist recruitment agency to work with us on the identification of suitable candidates.
- 4.4 The roles are all member appointments, and an Appointments Sub Committee will be set up for each role. The CEO role will also involve wider engagement of members, external stakeholders and internal staff during the selection process.
- 4.5 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 team 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 and there are no legal implications in relation to this.

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### **Linked Reports, Appendices and Background Documents**

#### **Linked Report**

- none

#### **Appendices**

#### **Officer contact details for documents:**

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