

PERSONNEL COMMITTEE

Appointment of Chief Officer – Sustainable Growth Tuesday 21st March 2023

Report of the Head of HR and OD

PURPOSE OF REPORT

To enable Personnel Committee to make an appointment to the role of Chief Officer – Sustainable Growth

This report is public.

RECOMMENDATION

- (1) **The Committee is asked to approve the appointment of Chief Officer – Sustainable Growth on the basis described below in order that a formal offer of employment can be made to the recommended candidate.**

1.0 Introduction

- 1.1 Personnel Committee on 22nd November 2022 approved a leadership restructure proposal that included an explanation for the slotting criteria to be applied, as per the redeployment policy. It was stated that where slotting did not apply, or where there was more than one member of staff eligible for a new role, a competitive process would be required and appointment of Chief Officers under these circumstances is via Personnel Committee to include at least one Cabinet member (rule 4).
- 1.2 Consultation ended on Monday 13th February 2023 and the outcome has resulted in the need for a formal recruitment and selection process to appoint a Chief Officer – Sustainable Growth. All other roles are slotted.
- 1.3 The new leadership structure is live from 1st April 2023.

2.0 Overview

- 2.1 The outcome of consultation resulted in one candidate ringfenced for the new role of Chief Officer – Sustainable Growth.
- 2.2 A broadly gender balanced panel comprising the Chief Executive, Head of HR and OD, and invitees from the Personnel Committee conducting the recruitment process on Friday 10th March 2023, which includes a presentation question and

panel interview.

3.0 Recommendation

- 3.1 The Panel's recommendation is that Personnel Committee confirm the appointment to Chief Officer – Sustainable Growth.

4.0 Conclusion

- 4.1 The Committee is asked to approve the Panel's recommendation.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)

No notable impact.

LEGAL IMPLICATIONS

The Council's Chief Officers are employed under the nationally agreed Joint Negotiating Committee (JNC) terms and conditions.

FINANCIAL IMPLICATIONS

The revenue budget includes provision for this permanently established post.

OTHER RESOURCE IMPLICATIONS

Human Resources:

None.

Information Services:

None.

Property:

None.

Open Spaces:

None.

SECTION 151 OFFICER'S COMMENTS

The Section 151 Officer has been consulted and has no further comments to add.

MONITORING OFFICER'S COMMENTS

The appointment of a Chief Officer will be made by the Personnel Committee, which, when making such appointment must include at least one member of the Cabinet.

No offer of an appointment in relation to a Chief Officer or a Deputy Chief Officer (as defined in Section 2(8) of the Local Government and Housing Act 1989) shall be given by the appointor until:

- (a) the appointor has notified the Director of Corporate Services of the name of the person to be appointed and any other particulars relevant to the appointment and the period within which any objection is to be made by the Leader on behalf of the Cabinet; and
- (b) the Director of Corporate Services has notified every member of the Cabinet of the name of the person to be appointed, and any other particulars relevant to the appointment which the appointor has notified to the Director of Corporate Services, and the period within which any objection to the appointment is to be made by the Leader on behalf of the Cabinet to the Director of Corporate Services; and
- (c) either
 - (i) the Leader has, within the period specified in the notice under sub-paragraph (b) notified the Director of Corporate Services that neither he/she nor any other member of the Cabinet has any objection to the appointment;
 - (ii) the Director of Corporate Services has notified the appointor that no objection was received within that period from the Leader; or

the appointor is satisfied that any objection received from the Leader within that period is not material or is not well-founded.

BACKGROUND PAPERS

Job Description included

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