

URGENCY ITEM - MINUTE OF DECISION

Delegation arrangements for dealing with matters of urgency

Paragraph 7.2.1 of the Council's Constitution provides that Chief Officers may take urgent decisions if they are of the opinion that circumstances exist which make it necessary for action to be taken by the Council prior to the time when such action could be approved through normal Council Procedures. They shall, where practicable, first consult with the Leader and Chairman (or in their absence the Vice-Chairman) and the Opposition Spokesperson of the appropriate committee.

Subject: Appointment of Director of Growth and Regeneration

Purpose

To determine the appointment process for the Director of Growth and Regeneration.

Background

The Council have recently completed a period of consultation regarding changes to the management structure. Following close of the consultation exercise a revised structure has now been implemented. The structure includes the post of Director – Growth and Regeneration. Many of the activities incorporated into this role are already being undertaken by an existing member of staff who has been carrying out additional activities outside of his substantive role in a deputising capacity. Consequently a decision has been taken to seek applicants for this post internally in the first instance to determine whether an appointment can be made. In the event that it is not possible to make an appointment internally then the post will be advertised externally.

Recruitment/Appointment

Under Part Two of the Council's Constitution Policy & Finance are responsible for the appointment and dismissal of staff, with the exception of Statutory Officer appointments (Head of Paid Service, Monitoring Officer and Section 151 Officer) which are expressly reserved to Council for approval.

Certain appointments are the responsibility of the Chief Officer Appointment Panel. The role and function of the Chief Officers Appointments Panel is to interview and appoint Chief Officers that are not required to carry out a statutory role as set out above.

The size and composition of the Panel is to be determined by either the Policy and Finance Committee or full Council as appropriate.

On the last occasion the Council appointed to a Chief Officer role the Panel included five members drawn from the whole Council, broadly reflecting political balance with three members of the Panel drawn from the controlling group and two members of the Panel drawn from the major opposition group.

On this occasion it is proposed to increase numbers of participants on the Panel to six, to include three members from the controlling group (including the Leader of the Council) and three members from the major opposition groups. The Leader of the Council will assume the role of Chairman and hold the casting vote. When comprising the Panel the Council will ensure gender balance as far as possible.

Appropriate Committee

Policy & Finance Committee

Decision Taken (including reason(s) for use of urgency procedure):

To constitute a Chief Officer Appointment's Panel as soon as possible to comprise three Members of the controlling group and three Members from the opposition groups drawn from the whole Council to interview candidates for the role of Director – Growth and Regeneration.

To enable the recruitment to the post of Director – Growth and Regeneration to take place as soon as possible.

The reason for the proposed urgency is to agree the process for the appointment of the Director of Growth and Regeneration and in doing so enable the Head of Paid Service to progress implementation of the revised management structure at the earliest possible convenience.

Members Consulted

Councillor David Lloyd – Chairman of Policy & Finance Committee

Councillor Paul Peacock – Opposition Spokesperson Policy & Finance Committee



Signed

Date: 03.01.19