

Report For:	BUCKINGHAMSHIRE SHADOW EXECUTIVE
Meeting Date:	11 June 2019

SUMMARY

Title of Report:	ARRANGEMENTS FOR THE APPOINTMENT OF THE CHIEF EXECUTIVE OFFICER FOR THE NEW BUCKINGHAMSHIRE COUNCIL
Responsible Officer:	Sarah Murphy-Brookman
Officer Contact: Direct Dial: Email:	Sarah Murphy-Brookman, Director HR & OD 01296 387931 smbrookman@buckscc.gov.uk
Recommendation:	<p>The Shadow Executive is asked to endorse:</p> <p>the creation of a Senior Appointments Sub Committee;</p> <p>And to note:</p> <ul style="list-style-type: none"> i. the resourcing timeline; ii. the creation of a Senior Appointments Sub Committee to manage the CEO Resourcing process; and that iii. the final appointment decision for appointment to the Chief Executive and Head of Paid Service for Buckinghamshire Council will be a matter for the Shadow Executive.
Legal & Finance:	<p><u>Resourcing requirements</u> There are no additional financial resourcing requirements as a consequence of this report.</p> <p><u>Legal implications</u> As outlined in the report.</p>
Reason: (Executive only)	To ensure the process for the appointment of the CEO to the new Buckinghamshire Council is efficient and effective, and accords with best practice and good governance generally.

Purpose of this report

The Shadow Executive is asked to endorse the arrangements for the appointment of the Chief Executive Officer (CEO) for the new Buckinghamshire Council.

Content of Report

Background

1. The timeline and resourcing arrangements for the appointment of the CEO for the new Buckinghamshire Council are as follows:

Dates	Activity
23 rd - May-14 th June	National resourcing campaign
24 June	Longlisting meeting with Senior Appointments Sub Committee
27 th June	Preliminary Interviews Technical Assessment Centre First meeting with Senior Appointments Sub Committee
8 th July	Shortlisting meeting with Senior Appointments Sub Committee
	For shortlisted candidates: Penna to take up references Penna to issue psychometrics
18 th July – Day 1	Final Assessment Centre: Candidate presentations Stakeholder Panels Selection/ deselection in advance of Day 2
18 th July - evening	Selected candidates to meet informally with Members
19 th July – Day 2	Final Assessment Centre: Candidate interviews with Senior Appointments Sub Committee
19 th July	Formal Appointment decision meeting
23 rd July	Appointment recommendation to the Shadow Executive for endorsement.

2. This process will be managed by an Senior Appointments Sub Committee supported by Penna as the external Resourcing Partner. The HR&OD workstream will provide support to the Sub Committee and Penna.

Senior Appointments Sub Committee

3. The Sub Committee will meet after the Structural Changes Order has been made and the political balance of the Sub Committee will therefore reflect the membership and seats on the Shadow Executive.



4. There is no requirement for political balance as this is not applicable to an executive sub-committee. However the Shadow Executive can decide to invite additional consultees to the Day 2 Final Assessment Centre Candidate interviews. Any additional consultees do not have a formal vote.
5. The Sub Committee will comprise:

	Number
Leader of the Shadow Executive	1
County Members	4
District Members	4

6. It is important that the Sub Committee is able to take a decision. The principle is established in the constitution for the Shadow Authority that where there are equal votes cast, the Chairman will have a second or casting vote. If required, this will ensure the Sub Committee is able to reach a decision.
7. The Structural Changes Order requires that the Shadow Authority has regard to advice provided to the Secretary of State for Education by the Chief Executive of Hampshire County Council. John Coughlan will be co-opted as an Advisor to the Sub Committee to provide advice about the candidates and their suitability and experience with regard to Children's Services. John Coughlan will not have a vote. John Coughlan will attend the final assessment centre for the CEO appointment.
8. An opposition Member will be co-opted onto the Committee to attend Day 2 Final Assessment Centre Candidate interviews – they will not have a vote. The major opposition party will be asked to put forward a nominee to join the panel for the Day 2 Final Assessment Centre Candidate interviews.
9. The nominated members for the Sub Committee may as necessary substitute from members of the Shadow Executive or the Shadow Executive Deputies.
10. The final appointment decision for appointment to the Chief Executive and Head of Paid Service for Buckinghamshire Council will be a matter for the Shadow Executive.

