

Report for:	BUCKINGHAMSHIRE SHADOW EXECUTIVE
Meeting Date:	23rd July 2019
Title of Report:	APPOINTMENT OF CHIEF EXECUTIVE
Responsible Officer or Relevant Member:	Sarah Murphy-Brookman
Officer Contact:	Sarah Murphy-Brookman, Director HR & OD 01296 387931 smbrookman@buckscc.gov.uk
Recommendations:	The Shadow Executive is asked to consider the recommendation of the Senior Appointments Sub Committee as to the appointment of the Chief Executive and Head of Paid Service for Buckinghamshire Council.
Corporate Implications:	<u>Resourcing requirements</u> There are no additional financial resourcing requirements as a consequence of this report. <u>Legal implications</u> As outlined in the report.
Options: (If any)	The options are: i) To accept the recommendation of the Senior Appointment Sub Committee and appoint their suggested candidate to the position of Chief Executive and Head of Paid Service. ii) To reject the recommendation of the Senior Appointment Sub Committee, thus not appointing any of the candidates at this time. The role could be subsequently re-advertised.
Reason: (Executive only)	To ensure the process accords with the constitutional processes.

Purpose of Report

1. This report sets out the constitutional process for the appointment to the position of Chief Executive of Buckinghamshire Council.
2. At the conclusion of this selection process on 19th July 2019 the Senior Appointment Sub Committee will make an appointment recommendation to the Shadow Executive. The Shadow Executive will consider this recommendation on 23rd July and may accept or reject the recommendation.

Background

3. The arrangements for the Chief Executive resourcing process were agreed by Shadow Executive on 11th June 2019 and the timeline and arrangements have been followed.

4. The Senior Appointments sub committee, who are a subcommittee of the Shadow Executive, have overseen the selection process and arrangements.

Democratic Process

5. At the conclusion of the assessment centre on the 19th July 2019 the Senior Appointment Sub Committee will come to a view as to the most suitable person for the position and recommend a candidate to be appointed to the position of Chief Executive of Buckinghamshire Council. The making of this recommendation will be minuted by Democratic Services, and the Implementation Team Lead for Human Resources will be informed of the recommendation which will include salary and key terms and conditions of appointment together with any other particulars that the Senior Appointment Sub Committee considers relevant.
6. The successful candidate will be confidentially informed of this informal conditional offer to ensure that they wish to accept subject to the constitutional processes set out in this report.
7. The Implementation Team Lead for Human Resources, who is the designated Lead for the HR&OD Unitary workstream, will circulate the recommendation to the Shadow Executive as a private appendix to this report before midnight on Friday 19th July 2019 and this will remind Members of the period and process to raise any objections.
8. Members of the Shadow Executive can raise objections to the appointment recommendation. Objections on behalf of Shadow Executive are to be made to the Leader who will provide these to the Implementation Team Lead for Human Resources. Objections must be provided to the Implementation Team Lead for Human Resources by midnight on Monday 22nd July 2019.
9. At the meeting on 23rd July and before the Shadow Executive considers the recommendation from the Senior Appointment Sub Committee:
 - a. The Leader will confirm that they nor any Member of the Shadow Executive has any objection to the making of an offer
 - b. the Implementation Team Leader for Human Resource on 23rd July will confirm that no objections have been received
 - c. where an objection has been received within the required timescales then the Shadow Executive will need to consider whether it is material or well founded. In this regard, where necessary, the advice of the monitoring Officer should be sought.
10. Where there are no objections or where the objections are not upheld then the Shadow Executive will consider the Senior Appointment Sub Committee appointment recommendation including salary and key terms and conditions of appointment. In the event that the Shadow Executive does not approve the recommendation it shall indicate how it wishes to proceed.
11. Following the appointment decision The Leader will instruct the Implementation Team Leader for Human Resources to make an offer to the recommended candidate. This offer will be conditional on satisfactory references. Section 2.4 of the Staff Employment Procedure Rules allows a Shadow Member to provide a written testimonial of a candidate's ability, experience or character.
12. A formal offer of appointment will be made after the call-in period has lapsed.

Background Papers	None.
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