

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee **DATE:** 25th January 2018

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WARD(S): All

PART I **FOR DECISION**

MEMBERSHIP OF APPOINTMENTS SUB-COMMITTEE – APPOINTMENT OF CHIEF EXECUTIVE

1. **Purpose of Report**

To advise the Committee of a recommendation from the Council with regard to the membership of the Appointments Sub Committee. This report seeks agreement to the establishment and membership of the Appointments Sub Committee and the appointment of Members to serve on it.

2. **Recommendations**

The Committee is requested to resolve:-

- a) That the Appointments Sub-Committee be increased from 5 members to 8 members to undertake the recruitment of the Chief Executive and Head of the Paid Service.
- b) That the terms of reference of the Sub Committee be as set out in Paragraph 5.8.
- c) That the requirement for political proportionality, as set out in the Local Government and Housing Act 1989, be waived with regard to the appointment of the Sub Committee and that seats be allocated on the Sub-Committee as set out in paragraph 5.6.
- d) That Members be appointed to serve on the Sub-Committee in accordance with the wishes expressed by Political Groups in respect of seats allocated to them.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

There are no implications for the Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan as this report is administrative in nature.

4. **Other Implications**

- (a) Financial

There are no financial implications of the proposed action.

(b) Human Rights Act and other Legal Implications

The recommendations meet the requirements of political proportionality as set out in the Local Government and Housing Act 1989 and associated Regulations if no member votes against. The Appointments Sub-Committee must include at least one Executive Member.

5 Supporting Information

Background

- 5.1 At its meeting on 3rd August 2017, in accordance with the Constitution, the Committee appointed an Appointments Sub Committee for 2017/18 to undertake the appointment to the vacant post of Chief Executive. The Sub Committee comprised five members appointed in accordance with the political proportionality of the Council and the Committee was advised that it had previously comprised (subject to availability) the Leaders of the political groups, or their nominees and, where possible, but not as a requirement members serving on the Employment and Appeals Committee.
- 5.2 Councillors Munawar, Sharif, Strutton, N Holledge and Sarfraz were appointed to the Sub Committee. All five members were appointed as voting members of the sub committee and received appropriate training in recruitment and selection activities.

Appointment of Chief Executive

- 5.3 The post of Chief Executive remains vacant and, at an Extraordinary meeting of the Council on 19th December 2017, the Council agreed the following recommendation to the Employment and Appeals Committee with regard to the membership of the Appointments Sub-Committee for the purposes of this appointment:

‘In recognition of significance of the position of the Chief Executive to the effective running of this Council, and in order to ensure that the appointment process of this position is inclusive of all political groups, the Employment and Appeals Committee appoint a Sub Committee comprising eight members to include the Leaders and Deputy Leaders of the Conservative and Labour Groups (or their nominees), Councillor Coad and the Chair of the Employment and Appeals Committee and two further Labour members. Where possible, but not as a requirement, these nominations should be drawn from members serving on the Employment and Appeals Committee. All members to be appointed as voting members and have received the appropriate training’.

- 5.4 The Appointments Sub Committee will be supported by the Service Lead (People) or their nominated officer and, where appropriate, external adviser/s.

- 5.5 The Council must approve the appointment of the Chief Executive and Head of the Paid Service before an offer of appointment is made.
- 5.6 A Sub Committee comprising eight members would lead to statutory proportionality entitlements of 6 Labour and 2 Conservative members. If the Committee were to agree to the Council's proposal the Sub Committee will not be proportionate (Proposal is for 5 Labour, 2 Conservative and 1 UKIP member) and this can only be achieved with no member voting against the proposal.
- 5.7 Nominations will be sought from Political Groups and will be reported to the meeting.

5.8 Terms of Reference

In accordance with the Officer Employment Procedure Rules to carry out the process for appointment and recommend to the Council the appointment of the Head of the Paid Service and Chief Executive, subject where appropriate to there being no well-founded objection by any member of the Executive.

Recruitment Process and Timelines

- 5.9 The recruitment process and timelines will be compiled once the independent review of the previous Chief Executive recruitment and selection process is completed. Currently, this is scheduled to be concluded by the end of January.

6 Background Papers

None.