

<b>Committee(s):</b> Staff Appointments Committee	<b>Date:</b> 16 June 2022
<b>Subject:</b> Appointment of Tier 3 Chief Officers as part of #OneTeam Transformation Programme	<b>Wards Affected:</b> <b>All</b>
<b>Report of:</b> Jonathan Stephenson, Chief Executive	<b>Public</b>
<b>Report Author/s:</b> Name: Jonathan Stephenson, Chief Executive E-mail: jonathan.stephenson@brentwood.rochford.gov.uk	<b>For Decision/Exempt</b>

### Summary

The purpose of this report is to appoint up to 9 Tier 3 roles as part of the #OneTeam Transformation Programme.

### Recommendation(s)

**Members are asked to:**

- R1. RESOLVE to appoint the Tier 3 officers as set out in paragraph 3 of this report.**
- R2 RESOLVE to appoint a sub-committee to act as a member interview panel for the Tier 2 Appointment as set out in this report**
- R3. RESOVLE that appointments be made on a pro rata basis to the 5 seats on the sub-committee**

### Main Report

#### **Introduction and Background**

##### ***Tier 3 Appointments***

1. At the meeting of Staff Appointments Committee on 1st June 2022, it was resolved to appoint a sub-committee to act as part of a member interview panel for the appointment of up to 9 Tier 3 roles as part of the #OneTeam Transformation Programme with Rochford District Council (RDC).
2. The member interview process will be undertaken on 15 and 16 June 2022. Members of the interview panel are trained in recruitment and selection best practice.
3. On 16 June 2022 the Staff Appointments Committee and the RDC Chief Officer Appointments Committee will each formally convene to make a decision regarding appointment to the 9 Tier 3 roles. The Committee can only appoint

candidates who are already employees of the Council and the RDC Chief Officer Appointments Committee can only appoint candidates who are already employees of RDC. The appointment of the statutory officers (s151 officer and the monitoring officer) will be confirmed at a meeting of the Full Council on 12th July for RDC and 13th July for BBC.

### ***Tier 2 Appointment***

4. A vacancy has arisen for a Strategic Director which is being externally advertised and it is necessary therefore to assemble a member interview panel. As with the Tier 3 appointment process, the Staff Appointments Committee and the RDC equivalent – Chief Officer Appointments Committee must each convene a sub-committee. Both sub-committees will then come together to comprise the member interview panel.

5. The Council's sub-committee shall comprise 5 members pro-rata to the political alignment of the Council and its Terms of Reference are:

To make recommendations in respect of the Tier 2 Strategic Director role to be appointed by the Committee

6. Pro rata for the sub-committee comprises:

a. Conservative	3
b. Liberal Democrats	1
c. Labour Party	1

7. Both sub-committees must agree on the proposed candidate which they believe should be appointed. Each sub-committee needs only to come to a majority decision as to its preferred candidate but both sub-committees must agree before the candidate can be recommended for appointment.

8. The Staff Appointments Committee and the RDC Chief Officer Appointments Committee will then be reconvened to formally appoint the relevant candidate.

9. The member interview panel will conduct interviews on 11 July 2022; times and venue to be advised.

### **Issue, Options and Analysis of Options**

10. Creation of a single unified officer team is an identified as intrinsic to the Strategic Partnership with RDC and the #OneTeam Transformation Programme.

11. It is necessary to appoint candidates jointly with RDC in order to fulfil the ambitions of the Strategic Partnership.

12. Any candidates who are not appointed through this process will be dealt with in accordance with the Council's Change Management Protocol or RDC's Managing Organisational Change Policy as appropriate.

### **Reasons for Recommendation**

13. To appoint Tier 3 roles as part of the #OneTeam Transformation Programme.

### **Consultation**

14. Employee consultation has been undertaken as part of the HR process.

### **References to Corporate Plan**

15. The partnership will identify further opportunities for beneficial shared service arrangements with other local authorities. In addition, the partnership's strategic priorities of:

- Deliver financially sustainable, high-quality services that are valued by our community;
- Lead the way to improve our environment by acting locally, contributing globally;
- Provide high quality, sustainable housing to meet the needs of our community;
- Improve the quality of life, health and wellbeing of our residents; and
- Create opportunities for economic growth and improved connectivity in which businesses can flourish;

broadly reflect the Council's priorities of :

- Growing the economy;
- Protecting the environment;
- Developing communities;
- Improving housing; and
- Delivering an effective and efficient council.

### **Implications**

#### **Financial Implications**

**Name/Title: Jacqueline Van Mellaerts, Corporate Director (Finance & Resources)**  
**Tel/Email: 01277 312829/jacqueline.vanmellaerts@brentwood.gov.uk**

16. As set out in the 1st June 2022, Staff Appointments Committee report.

**Legal Implications**

**Name & Title: Amanda Julian, Corporate Director (Law & Governance) and Monitoring Officer**

**Tel & Email: 01277 312705/amanda.julian@brentwood.gov.uk**

17. As set out in the 1<sup>st</sup> June 2022, Staff Appointments Committee report.

**Other Implications** (where significant) – i.e. Health and Safety, Asset Management, Equality and Diversity, Risk Management, Section 17 – Crime & Disorder, Sustainability, ICT.

18. None.

**Background Papers**

19. None.

**Appendices to this report**

None.