

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

24 JULY 2013

REPORT OF THE CHIEF EXECUTIVE

APPOINTMENT PROCESS AND CHANGE OF ESTABLISHMENT

1. Purpose of Report

This report seeks approval to make interim arrangements pending appointments to the corporate director roles – namely Children's Services, Wellbeing and Communities agreed at Council on the 3rd July.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 Establishing an appropriate structure at Corporate Management level is essential to the delivery of the Council's priorities, improvement objectives and business plans. In addition the Council is required to designate suitably qualified and suitably senior officers to fulfill a number of statutory roles – namely Lead Director for Children's Services, Statutory Director of Education and Statutory Director of Social Services.

3. Background

- 3.1 Council will recall that a decision was made at the meeting of the 3rd July to make permanent appointments to the management structure of the Authority. Council determined to undertake a full and challenging recruitment process in order to ensure that the Authority is able to effectively respond to the immediate and foreseen challenges faced by the Council and its communities.
- 3.2 It is likely that the recruitment process and notice period of successful candidates will take some months to complete. It is therefore necessary to ensure the continuity of service by effecting interim arrangements for this period.
- 3.3 The Local Authorities (Standing Orders) (Wales) Regulations 2005 provide for Chief Officer appointments to be a function of Council and enable delegation to Committee, Sub Committee and Officer. The practice in Bridgend has been to undertake the appointment of all Chief Officers through the Appointments Committee and Council has determined that this will be the process for the permanent appointments to be made. The exception under Regulation is the appointment of the Head of Paid Service which is approved by Council.

4. Current situation / proposal

- 4.1 In the present circumstances, given the imminent departure of existing staff and the very temporary nature of the changes to be made; It is proposed that the Chief Executive undertake such interim changes to management functions and interim appointments while the full Chief Officer recruitment and selection processes are completed and posts filled.

5. Effect upon Policy Framework & Procedure Rules

5.1 None.

6. Equality Impact Assessment

6.1 An Equality Impact Assessment (initial screening) has been undertaken which indicates that there are no equality implications in this process.

7. Financial Implications

7.1 There will be no additional financial implications arising from this process.

8. Recommendation

8.1 That the Chief Executive in consultation with the Leader undertakes interim changes to management functions and interim appointments while the full Chief Officer recruitment and selection processes are completed and posts filled.

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Background documents:
None