

# **Full Council**

## **11 February 2025**

### **Staffing Committee and arrangements for the recruitment of the Chief Executive and Head of Paid Service**

#### **For Decision**

**Cabinet Member and Portfolio:**

Cllr N Ireland, Leader of the Council, Climate, Performance and Safeguarding

**Local Councillor(s):**

All

**Executive Director:**

J Mair, Director of Legal & Democratic

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**Report Status:** Public (the exemption paragraph is N/A)

**Brief Summary:**

The report sets out a proposal to vary Officer Employment Procedure Rules in the Constitution to create the flexibility for all political groups to be represented on the Staffing Committee when it recommends to Full Council the appointment of a Chief Executive. The report also recommends that the Staffing Committee be given authority to approve interim arrangements, including the appointment of an Acting Chief Executive.

**Recommendation:**

That Full Council:

1. Agrees to the amendment of the Constitution so that for the appointment of a Chief Executive and Head of Paid Service and for the approval of interim arrangements the composition of the Staffing Committee shall be agreed by the Director of Legal and Democratic in consultation with all political group leaders; and

2. Delegates to the Staffing Committee authority to approve interim arrangements, including the appointment of an Acting Chief Executive and Head of Paid Service.

**Reason for Recommendation:**

The composition of the Council and its political groups can vary over time. The proposed delegation will enable the flexibility for all political groups to be part of the Staffing Committee when recommending the appointment of the Chief Executive. The second recommendation fills a gap in the Constitution, enabling the Staffing Committee to appoint an Acting Chief Executive on an interim basis,

1. **Background**

- 1.1 Following the resignation of the Chief Executive to take up a role overseas it is necessary for the Council to appoint his successor.
- 1.2 The appointment of a substantive Chief Executive (who is also the Council's designated statutory Head of Paid Service) is a decision for the Full Council. The Constitution states that the appointment is to be recommended to Full Council by a Staffing Committee comprising five councillors.
- 1.3 A politically proportionate Staffing Committee of five would comprise three Liberal Democrats and two Conservatives. However, the Chief Executive and their staff are appointed to serve all councillors and so the Leader proposes that all political groups should be represented on the Staffing Committee. To achieve this without the committee being overly large he has agreed to forego his group's entitlement to a majority on this Committee.

2. **Amendment to Staffing Committee arrangements for the appointment of Head of Paid Service**

- 2.1 It is proposed that an amendment is made to the constitution to enable the size and composition of the Staffing Committee to be varied for the appointment of the Chief Executive. On this occasion it would result in an increase in the membership of the committee to eight councillors comprising:
  - 3 Liberal Democrat councillors (Leader, Deputy Leader and one other)
  - 2 Conservative councillors (Group Leader and one other)
  - The group leaders or deputy group leaders of the Green, Independent and Labour political groups.
- 2.2 The Staffing Committee will also be asked to approve interim arrangements until the new Chief Executive takes up post.

3. **Financial Implications**

3.1 There are no direct financial implications arising from this report.

4. **Natural Environment, Climate & Ecology Implications**

4.1 There are no natural environment, climate and ecology implications arising from this report.

5. **Well-being and Health Implications**

5.1 There are no well-being and health implications arising from this report.

6. **Other Implications**

6.1 There are no other implications arising from this report.

7. **Risk Assessment**

7.1 **HAVING CONSIDERED:** the risks associated with this decision; the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

8. **Equalities Impact Assessment**

8.1 There are no equalities implications arising from this report.

9. **Report Sign Off**

9.1 This report has been through the internal report clearance process and has been signed off by the Director for Legal and Democratic Services (Monitoring Officer), the Executive Director for Corporate Development (Section 151 Officer) and the appropriate Cabinet member.