

Arrangements pending the recruitment of a new Chief Executive

Interim arrangements and Constitutional Changes Pending the Recruitment of a New Chief Executive

Introduction

The Chief Executive, Joanna Killian, will be leaving the County Council in May. The Committee on the Terms and Conditions of Employment for Chief and Deputy Chief Officers ('the Chief Officer Panel') met on 21 April to agree the process for recruitment of a permanent replacement. The recruitment process will take some time and the Council will, therefore, be without a permanent Chief Executive until a successor has been appointed and takes up their new role.

Interim Arrangements

The Chief Officer Panel has considered how the Council should be managed during the interim period. The Panel proposed that the Council should not appoint an interim Chief Executive but that the statutory role of 'Head of the Paid Service' should be discharged by the Council's current Executive Directors on a rotating basis as follows:

Period	Head of the Paid Service
From the departure of Joanna Killian until 31 August 2015	Margaret Lee
1 September – 30 November 2015	Dave Hill
1 December 2015 – 29 February 2016	Keir Lynch
1 March – 31 May 2016	Sonia Davidson-Grant

This arrangement requires the approval of full Council.

The Officer who is named next on the rota will act as the deputy Head of Paid Service, authorised to act as the Head of the Paid Service if the Head of the Paid Service is absent or is otherwise unable to act at any time, for example because of a conflict of interest. Margaret Lee will act as the deputy to Sonia Davidson-Grant from 1 March – 31 May 2016.

It should be noted that a new Chief Executive should be in post by the end of this year so these arrangements may not need to run until May 2016. The arrangement will remain in place for so long as it is required i.e. until such time as the new postholder takes up their position.

Constitutional Changes

The Chief Executive is referred to numerous times in the Constitution. It is proposed that during the interim period, references in the Constitution to the 'Chief Executive' or to 'Chief Executive Officer' should be read as references to the 'Head of the Paid Service'.

Recommended:

1. That the following people be appointed to act as the Head of the Paid Service during the periods shown in the table, or until such time as a new Chief Executive is appointed Head of the Paid Service by Council and takes up post:

Period	Interim Head of the Paid Service
From the departure of Joanna Killian until 31 August 2015	Margaret Lee
1 September –30 November 2015	Dave Hill
1 December 2015 – 29 February 2016	Keir Lynch
1 March – 31 May 2016	Sonia Davidson-Grant

2. That the Constitution be amended by the Monitoring Officer to make it clear that at any time when there is no Chief Executive in post any references in the Constitution to the Chief Executive or Chief Executive Officer shall be construed as a reference to the Head of the Paid Service.