

CHIEF EXECUTIVE'S RECRUITMENT AND SELECTION PANEL

20 September 2023 at 6.00 pm

Present: Councillors Stanley (Chair), Birch (Vice-Chair), Gunner and Pendleton.

Councillor Northeast was also in attendance at the meeting.

1. APOLOGY FOR ABSENCE

An Apology for Absence had been received from Councillor Nash.

2. DECLARATIONS OF INTEREST

There were no Declarations of Interest made.

3. ITEMS NOT ON THE AGENDA THAT THE CHAIR OF THE MEETING IS OF THE OPINION SHOULD BE CONSIDERED AS A MATTER OF URGENCY BY REASON OF SPECIAL CIRCUMSTANCES

The Chair confirmed that there were no items for this meeting.

4. MINUTES

The Minutes from the last meeting of the Chief Executive's Recruitment & Selection Panel held on 22 December 2021 were approved as a correct record and were signed by the Chair.

5. START TIMES

The Panel

RESOLVED

That is start times for 2023/2024 be 6.00 pm.

6. RECRUITMENT TO CHIEF EXECUTIVE POST - [EXEMPT - PARAGRAPH 1 - INFORMATION RELATING TO ANY INDIVIDUAL]

The Panel received a report from the Group Head of Organisational Excellence explaining the background to the current arrangements for the Head of Paid Service and Chief Executive Officer (CEO).

This report also set out several options/models for the future of this role, whilst recognising that the Panel might also have its own ideas that it may wish to explore.

Chief Executive's Recruitment and Selection Panel - 20.09.23

The Panel was alerted to the briefing note that had been circulated prior to the meeting compiled by the Chief Executive of South East Employers. This had been prepared following a meeting held between South East Employers and the Chair and Vice-Chair of the Panel, providing detailed advice on various options that the Panel would be discussing – these were:

- Appoint a full time Chief Executive, returning to the established model of a Chief Executive and two Directors [Option 1]
- Appoint a part time Chief Executive with two Directors [Option 2a and 2b]
- Progress an option of a shared Chief Executive with another Council [Option 3]
- Continue with the temporary arrangement to allow more time to consider options
- Formalise the current arrangement appointing a joint Chief Executive/Director role [Options 5a and 5b].

An advisory note had also been provided to the Panel from the Group Head of Finance and Section 151 Officer.

The Panel then worked through each of the options outlined taking into consideration the professional commentary provided by South East Employers. A full debate took place on each of the options, discussing advantages, disadvantages and financial implications.

Following detailed discussion, the Panel confirmed that the following options be investigated further:

- In view of timelines, and the temporary decision made by Council on 31 May 2023, the Leader of the Council to liaise with the Interim Joint Chief Executives to ascertain if there was willingness to continue this temporary arrangement further until the Panel and Council had agreed and confirmed an option and timescales.
- A hybrid of Option 4 and 5a and 5b (the Hastings option)
- A hybrid of Options 1 and 2

It was agreed that further information would be brought back to the Panel for its next meeting confirmed as 19 October 2023 so that one option could be recommended as a confirmed way forward.

(The meeting concluded at 7.26 pm)