

## **COUNCIL, 30 MARCH 2016**

### **REPORT OF THE APPOINTMENTS SUB-COMMITTEE**

#### **APPOINTMENT OF CHIEF EXECUTIVE**

On 29 March the Appointments Sub-Committee undertook interviews for the post of Chief Executive, such post being the Head of Paid Service and also Electoral Registration Officer and Returning Officer.

The Staff Employment Procedure Rules state that:

*“The full Council will approve the appointment of the Head of Paid Service following the recommendation of such an appointment by the Appointments Committee.”*

The Appointments Sub-Committee conducted interviews of three candidates who had shown themselves suitable for appointment having been rigorously scrutinised by stakeholder groups on 21 March and it satisfied itself as to the successful candidate’s experience and possession of the requisite skills and knowledge to perform the role.

The members of the Appointments Sub-Committee considered that each of the candidates were potentially appointable, but were unanimous in their preference for one of the candidates to be recommended to Council. The Staff Employment Procedure Rules state that:

*“An offer of an appointment as Head of Paid Service ... must not be made by the appointor until the appropriate notification has been advised to Cabinet, in accordance with regulations and objections have been received and considered. Such appointments must be in accordance with the appropriate terms and conditions of employment.”*

Due to the restricted timescale between the Appointments Sub-Committee’s convening and the meeting of Council, Cabinet members have been notified of the Sub-Committee’s recommendation and have until noon 30 March to register any objection(s) to the Proper Officer.

In the event of there being no objection(s), the Sub-Committee will (subject to the notification provisions of paragraph 14 of the Staff Employment Procedure Rules set out in part 4 of Havering’s Constitution) as abridged above:

**RECOMMEND to Council that Andrew Blake-Herbert, currently Deputy Chief Executive Communities and Resources be appointed Chief Executive and designated Head of Paid Service and Electoral Registration Officer and Returning Officer, to take effect as soon as possible.**