

# Section 151 Recruitment

23 January 2023

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# Objective of today's session

To provide Members with assurance that the recruitment process for the Director for Finance and Section 151 Officer is robust and in line with legislation.

# Legislative Requirements & Governance Process

Julie Fisher -  
CEX

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# Who makes the decision?

Where executive arrangements are in place, the appointment of staff is a function reserved to the Council. This means that these decisions are either taken by the Council itself, a Committee or an officer.

*Local Government Act, 1972*

All appointments and dismissals that **are not** chief officers or deputy chief officers is the responsibility of the **head of paid service (the chief executive)**. Members are not permitted to be involved in these decisions,

*The Local Authorities (Standing Orders) (England) Regulations 2001*

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# Statutory Chief Officers

Members **ARE** involved in the appointment of Statutory Chief Officers. These are:

- Head of Paid Service (LGHA 1989)
- Monitoring Officer (LGHA 1989)
- Chief Finance Officer (LGA 1972)

Not applicable for Woking Borough Council but for reference:

- Director of Children's Services (Children Act 2004)
- Director of Public Health (National Health Service Act 2006)
- Director of Adult Social Services (Local Authority Social Services Act 1970)

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# Non-Statutory Chief Officers

Members ARE involved in the appointment of non-statutory chief officers. A 'non-statutory chief officer' is defined as:

- a person for whom the head of the authority's paid service is directly responsible
- a person who, as respects all or most of the duties of their post, is required to report directly or is directly accountable to the head of the authority's paid service; and
- **excludes** any person whose duties are solely **secretarial** or **clerical** or are otherwise in the nature of **support services**.

*Local Government and Housing Act 1989*

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# How this works in practice

- Not practical (or desirable!) for interviews of Chief Officers to be undertaken by Full Council.
- Usual practice is for appointment of Chief Officers to be led by a cross-party Member Appointments Panel, with Council endorsing the appointment based upon their recommendation.

# Woking's Member Appointment Panel

The Member Appointment Panel is agreed at the Council's Annual General Meeting. It is chaired by the Leader of the Council.

Appointments Panel	
Councillor Tahir Aziz Councillor Ann-Marie Barker Councillor Kevin Davis	Councillor Will Forster Councillor Dale Roberts

The Member Appointment Panel for the S151 Officer will take place on Friday 2 Feb 2024. A report will be issued following the meeting to Council, with a recommendation from the panel.

# The Recruitment Process Frazer Thouard – GatenbySanderson

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# About our business

Established in  
2002

Dedicated  
service to the  
Public & Not  
for Profit  
sector

Size and scale

Regularly  
deliver high-  
profile &  
sensitive  
appointments

Extensive due  
diligence

High levels of  
customer  
service

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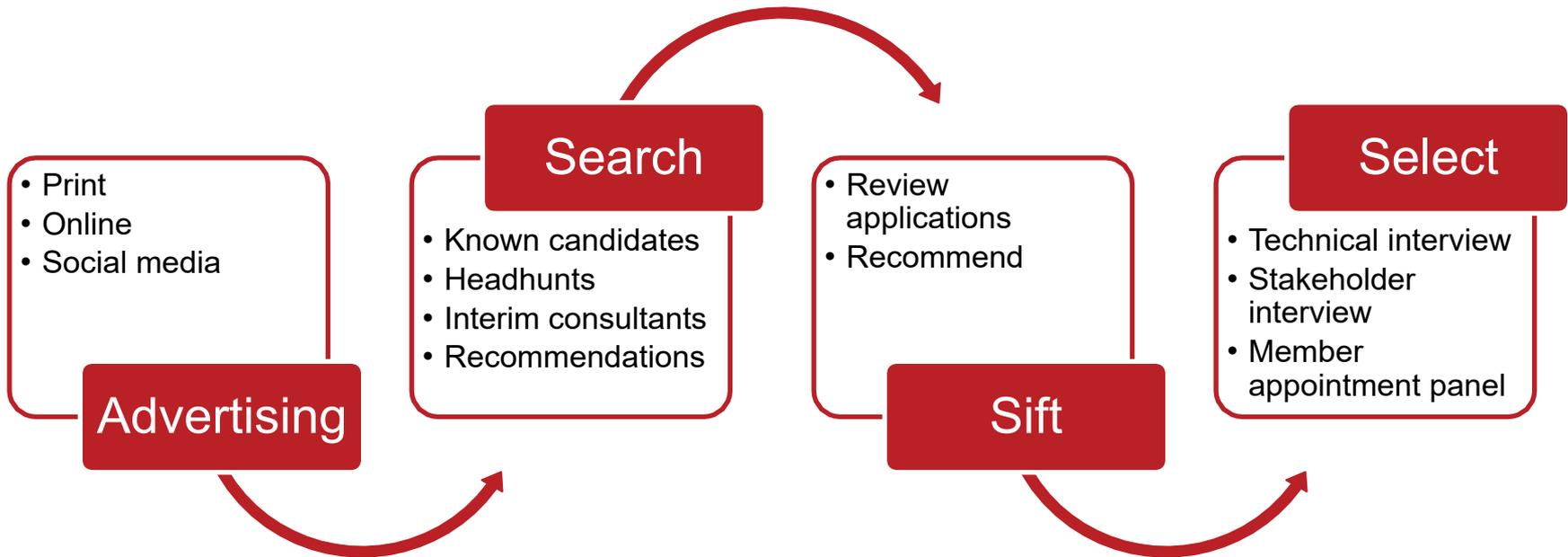
# Context to the recruitment

- 5-months following the issuing of a S114 notice
- Commissioners appointed for a five year period
- Chief Executive announced departure
- Second Commissioners report announced
- New lead commissioner appointed
- New Managing Director appointed
- Ongoing financial challenges within the sector
- 2024 General Election

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# The recruitment process



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# Your recommendation will have been:

- Technically interviewed by your S151 Officer
- Interviewed by Julie Fisher & Carol Culley
- Met by Cllr Barker & Cllr Roberts
- Met by the Strategic Directors
- Met by the Finance team
- Interviewed formally by Appointment Panel
- Background checked:
  - References
  - Social media
  - Adverse media
  - Barred Directors

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