

# WEST NORTHAMPTONSHIRE SHADOW AUTHORITY

## SHADOW AUTHORITY MEETING

**2 June 2020**

### Report of the Appointments Panel

<b>Report Title</b>	<b>Appointment of Interim Statutory Officers</b>
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#### **1. Purpose**

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- 1.1 The purpose of this report is to recommend to the Shadow Authority the appointment of Interim Statutory Officers.

#### **2. Recommendations**

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- 2.1 It is recommended that the Shadow Authority agree the following officer recommendations for statutory designations as below:-
- Mr George Candler as the Interim Head of Paid Service
  - Ms Susan Zeiss as the Interim Monitoring Officer
  - Mr Martin Henry as the Interim Chief Finance Officer (S.151 Officer).

#### **3. Issues and Choices**

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##### **3.1 Report Background**

- 3.1.1 The Northamptonshire (Structural Changes) Order 2019 requires the Shadow Authority for West Northamptonshire to designate on an interim basis three statutory roles to enable the Shadow Authority to operate at an officer level. The three designations are Head of Paid Service, Monitoring Officer and Chief Finance Officer (S.151 Officer).
- 3.1.2 The West Northamptonshire Joint Committee's (WNJC) Statutory Officer Appointment Task and Finish Group supported by the Future Northants Programme Team's HR Enabler developed job descriptions and person specifications and an outline selection process, which was agreed by the Joint Committee in January 2020.
- 3.1.3 The Structural Changes Order requires these designations to be in place and confirmed at the first Shadow Authority meeting and for them to be undertaken by an officer from the existing Councils in West Northamptonshire including the County Council. Chief Executives identified eligible officers against the

designation/job descriptions requirements and applications were invited in April.

- 3.1.4 The structured interview selection process and competency based questions used were also developed by the WNJC Statutory Officer Appointment Task and Finish Group.

### **3.2 Issues and Choices**

- 3.2.1 Interviews for the Interim Statutory Officer designations took place on Friday 15<sup>th</sup> and Tuesday 19<sup>th</sup> May 2020.

The panel comprised:

Councillor Ian McCord – Chair, Leader Shadow West Northamptonshire Authority and Leader South Northants Council.

Councillor Jonathan Nunn, Deputy Leader, Shadow West Northamptonshire Authority and Leader Northampton Borough Council.

Councillor Richard Auger, Shadow West Northamptonshire Authority Executive Member and Leader Daventry District Council.

Councillor Matt Golby, Shadow West Northamptonshire Authority Executive Member and Leader Northamptonshire County Council.

The panel received a briefing and training on recruitment and selection for senior appointments as agreed by the Joint Committee in January.

- 3.2.2 The panels assessed each candidate against the structured interview process and against the requirements detailed in the person specification for the interim designation. In recognition of the current Covid crisis the interviews were conducted successfully using Zoom.

## **4. Implications (including financial implications)**

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### **4.1 Policy**

- 4.1.1 The appointment of Interim Statutory Officers is a requirement that is laid down in the Northamptonshire (Structural Changes) Order 2020.

### **4.2 Resources and Risk**

- 4.2.1 The appointment of Interim Statutory Officers will enable a safe and legal transition from the Shadow Authority to the Unitary Council in 2021.

### **4.3 Legal**

- 4.3.1 The appointments to the Statutory Officer designations ensures compliance with the Structural Changes Order.

### **4.4 Equality and Health**

- 4.4.1 The appointment process followed a fair and transparent process. Eligible officers were invited to submit expressions of interest against an agreed specification.

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