TO COUNCILLOR:

E R Barr
L A Bentley
Miss A R Bond
G A Boulter
J W Boyce
Mrs L M Broadley
F S Broadley
D M Carter (Deputy Mayor)
Mrs K M Chalk
Miss M V Chamberlain
M H Charlesworth
M L Darr
B Dave
R F Eaton
Mrs L Eaton JP
R E Fahey
D A Gamble
Mrs S Z Haq (Mayor)
J Kaufman
Mrs L Kaufman
Dr T K Khong
Mrs H E Loydall
K J Loydall JP
Mrs S B Morris
R E R Morris
R H Thakor

Dear Sir or Madam

I hereby **SUMMON** you to attend a meeting of the **FULL COUNCIL** to be held at the **COUNCIL OFFICES, STATION ROAD, WIGSTON** on **TUESDAY, 5 DECEMBER 2017** at **7.00 PM** for the transaction of the business set out in the Agenda below.

Yours faithfully

Council Offices
Wigston
01 December 2017

Mrs Anne E Court
Chief Executive (Interim)

ITEM NO.

AGENDA UPDATE

PAGENO’S

20. Review of the Vacancy of the Chief Executive

Report of the Head of People and Performance

For more information, please contact:

**Democratic Services**

Oadby and Wigston Borough Council
Council Offices
Station Road, Wigston
Leicestershire
LE18 2DR

t: (0116) 257 2643
e: democratic.services@oadby-wigston.gov.uk
1. **Introduction**

This report seeks approval to advertise the vacancy of the Chief Executive in the external media in early January 2018.

2. **Recommendation(s)**

2.1. That Council approves an external recruitment exercise to be carried out and that a job advertisement be placed in the appropriate media early in January 2018.

2.2. That Council approve to seek assistance from East Midlands Council (EMC) to carry out the recruitment process.

3. **Information**

3.1. At the extraordinary meeting of the Council held on the 6 July 2017, it was agreed that a five Member Panel would review the vacant position of Chief Executive.

3.2. There was agreement from Members that they wished to see the Council retain the position of Chief Executive as paid Head of Service. It was suggested that the Council required a voice to represent the Authority at a senior level and past experience of sharing senior staff with another local authority had not proved to be successful.

3.3. A five Member Panel was set up and met twice to consider the options of whether to have an internal or external recruitment exercise.

3.4. The two meetings were supported by the external organisation EMC and they examined the risks and benefits of both an internal and external recruitment process.

**Background Documents:**

Report to the meeting of the Council held on 6 July 2017.

**E-mail:** karen.pollard@oadby-wigston.gov.uk  
**Tel:** (0116) 257 2727
<table>
<thead>
<tr>
<th>Implications</th>
<th>Review of the Vacancy of the Chief Executive</th>
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<td><strong>Finance</strong></td>
<td>The post of Chief Executive forms part of the current budgeted establishment.</td>
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| **Chris Raymakers**  
(Head of Finance Revenues and Benefits) | |
| **Legal**     | The report is satisfactory. |
| **Dave Gill**  
(Head of Law and Governance / Monitoring Officer) | |
| **Corporate Risk(s) (CR)**  
Karen Pollard  
(Head of People and Performance) | Other Corporate Risk(s)  
If the council fails to attract quality staff to this role, we will not be able to deliver the services that we provide. |
| **Corporate Priorities (CP)**  
Karen Pollard  
(Head of People and Performance) | Effective Service Provision (CP2)  
The appointment and retention of key staff leads to an effective service provision. |
| **Vision & Values (V)**  
Karen Pollard  
(Head of People and Performance) | “A Strong Borough Together” (Vision)  
The Council will not meet its Vision without the appointment and retention of key staff. The leadership role of the Chief Executive is essential to the success of the organisation.  
Accountability (V1)  
Respect (V2)  
Teamwork (V3)  
Innovation (V4)  
Customer Focus (V5) |
| **Equalities & Equality Assessment(s) (EA)** | There are no equalities implications. |
| **Karen Pollard**  
(Head of People and Performance) | Not Applicable |