

# Part 4

## Officer Employment Procedure Rules

### 1. RECRUITMENT AND APPOINTMENT

#### (a) Declarations

- (i) The Council will draw up a statement requiring any candidate for appointment as an officer to state in writing whether they are the parent, grandparent, partner, child, stepchild, adopted child, grandchild, brother, sister, uncle, aunt, nephew or niece of an existing Councillor or officer of the Council; or of the partner of such persons.
- (ii) No candidate so related to a Councillor or an officer will be appointed without the authority of the relevant Executive Director or an officer nominated by him/her.

#### (b) Seeking support for appointment.

- (i) The Council will disqualify any applicant who directly or indirectly seeks the support of any Councillor for any appointment with the Council. The content of this paragraph will be included in any recruitment information.
- (ii) No Councillor will seek support for any person for any appointment with the Council.

### 2. RECRUITMENT OF HEAD OF PAID SERVICE / EXECUTIVE DIRECTORS

Where the Council proposes to appoint the Head of Paid Service / Executive Directors and it is not proposed that the appointment be made exclusively from among their existing officers, the Council will:

#### (a) draw up a statement specifying:

- (i) the duties of the officer concerned; and
- (ii) any qualifications or qualities to be sought in the person to be appointed;

#### (b) make arrangements for the post to be advertised in such a way as is likely to bring it to the attention of persons who are qualified to apply for it; and

#### (c) make arrangements for a copy of the statement mentioned in paragraph (a) to be sent to any person on request.

### 3. APPOINTMENT OF HEAD OF PAID SERVICE

- (a) The Council will approve the appointment of the Head of Paid Service following the recommendation of a committee or sub-committee of the Council that must include at least one Member of the Executive.

- (b) The Council may only approve the appointment of the Head of Paid Service where no well-founded objection has been made by any Member of the Executive.

#### **4. APPOINTMENT OF EXECUTIVE DIRECTORS**

- (a) A committee or sub-committee of the Council will appoint Executive Directors. That committee or sub-committee must include at least one Member of the Executive.
- (b) An offer of employment as an Executive Director shall only be made where no well-founded objection from any Member of the Executive has been received.

#### **5. OTHER APPOINTMENTS**

Appointment of officers below Executive Directors are the responsibility of the Head of Paid Service or his/her nominee, and may not be made by Councillors.

#### **6. DISCIPLINARY ACTION**

- (a) The Head of Paid Service / Executive Director, Monitoring Officer and Chief Finance Officer may be suspended whilst an investigation takes place into alleged misconduct. That suspension will be on full pay and last no longer than two months unless there are exceptional circumstances which are agreed by the Executive.
- (b) No other disciplinary action may be taken in respect of any of those officers except in accordance with a recommendation in a report made by an independent person designated under Regulation 2 of the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015, (as amended).
- (c) Councillors will not be involved in the disciplinary action against any officer below Executive Director except where such involvement is necessary for any investigation or inquiry into alleged misconduct, though the Council's disciplinary, capability and related procedures, as adopted from time to time may allow a right of appeal to Members in respect of disciplinary action.

#### **7. DISMISSAL**

Councillors will not be involved in the dismissal of any officer below Executive Director except where such involvement is necessary for any investigation or inquiry into alleged misconduct, though the Council's disciplinary, capability and related procedures, as adopted from time to time may allow a right of appeal to Members in respect of dismissals.