

WAVERLEY BOROUGH COUNCIL

GUILDFORD AND WAVERLEY JOINT APPOINTMENTS COMMITTEE

22 NOVEMBER 2021

Title:

Trial Period Sign-Off Framework (Joint Chief Executive Role)

Portfolio Holder: Councillor Joss Bigmore and Councillor Paul Follows

Key decision: No

Access: Public

1. Purpose and summary

This report and Annexe 1 provides the Joint Appointments Committee with a framework to enable them to sign off the trial period of the Joint Chief Executive. The Trial Period commences on 1 December 2021 and ends on the 29 December 2021.

2. Recommendation

It is recommended that the Joint Appointments Committee agree the Framework in Annexe 1 to sign off the Trial Period for the Joint Chief Executive.

3. Reason for the recommendation

The Terms of Reference for the Joint Appointments Committee includes the authority to sign off the trial period for the Joint Chief Executive role. This trial period lasts from 1 December 2021 to 29 December 2021. The signing off of the trial period needs to be on objective and measurable targets that are reasonable to achieve within a short period of time during which there are a number of bank holidays.

4. Background

4.1 The minutes of the Joint Appointment Committee held on 22 September 2021 and Terms of Reference approved by both Council's refer to the process for appointment and the requirement for the Joint Appointments Committee to sign off the trial period.

5. Relationship to the Corporate Strategy and Service Plan

5.1 This report supports the commitment in the Corporate Strategy to continue to explore shared opportunities with other local authorities to work at scale where there are benefits to be achieved for our residents. In order to meet changing circumstances we will embrace new ways of working whilst maintaining standards, improving public participation and caring for our staff.

6. Implications of decision

6.1 Resource (Finance, procurement, staffing, IT)

At the end of the trial period the Joint Chief Executive role will become a permanent appointment. There is no probationary period attached to this post.

6.2 Risk management

Not applicable

6.3 Legal

Not applicable.

6.4 Equality, diversity and inclusion

There are no direct equality, diversity or inclusion implications in this report. Equality impact assessments are carried out when necessary across the council to ensure service delivery meets the requirements of the Public Sector Equality Duty under the Equality Act 2010.”

7. Consultation and engagement

7.1 Not applicable

8. Other options considered

8.1 Not applicable (this is part of the appointments process for the Joint Chief Executive and is a requirement of the Terms of Reference for this Committee).

9. Governance journey

9.1 Both Councils delegated authority to the Joint Appointments Committee to oversee the recruitment process for the appointment of the Joint Chief Executive.

Annexes:

Annexe 1 – Trial Period Framework

Background Papers

There are / are no background papers, as defined by Section 100D(5) of the Local Government Act 1972).

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