

Discussion Paper

Alternative Ways to Deliver the Chief Executive Role

Introduction

The Council agreed at its meeting in July terms of reference for the Chief Executive Appointment Committee. The Terms of Reference included;

‘to consider alternative means by which the duties of the Chief Executive may be conducted’.

At the informal briefing of the Committee held on 29 October it was agreed that this item would be considered at the first formal meeting arranged for 16 November 2010. Members asked for a discussion paper to clarify the likely stance on this issue. It was felt most appropriate to deal with this issue as questions.

Discussion Points

1. What are the options for carrying out the functions of the Council's own Chief Executive in other ways?
2. If options other than a direct appointment are to be pursued, what interim arrangements are required in order to achieve them? Is there a lead-in timescale for implementing alternative arrangements?
3. What are the national political requirements? (i.e. salaries/shared Chief Executive arrangements/cluster working)
4. What are the Council's requirements at this time? Does the Council require a direct appointment?
5. If the Council's own Chief Executive is to be appointed, is part of that objective to reduce the top management structure and reduce costs?
6. What attitude is to be taken to redundancies to achieve a reduction in the top management structure?
7. What will be the position of the Deputy Chief Executive role if an internal appointment is made?
8. What policy is to be adopted regarding internal applicants?
9. If the Council is to appoint its own Chief Executive, is this a fixed term or permanent appointment?
10. Can alternatives be considered and run in parallel with the recruitment process?