

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 the name and job title of any relative, friend or acquaintance employed by Cambridgeshire County Council.
- (ii) No candidate so related to a Councillor or an officer will be appointed without the authority of the relevant chief officer or an officer nominated by him/her.

(b) Seeking support for appointment

- (i) Subject to paragraph (iii), 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) Subject to paragraph (iii), no Councillor will seek support for any person for any appointment with the Council.
- (iii) Nothing in paragraphs (i) and (ii) above will preclude a Councillor from giving a written reference for a candidate for submission with an application for appointment.

2. Recruitment of Chief Executive, Executive Directors, Corporate and/or Service Directors

Where the Council proposes to appoint a Chief Executive, Executive Director, Corporate and/or Service Director and it is not proposed that the appointment be made exclusively from among their existing officers, the Staffing and Appeals Committee will:

(a) Draw up a statement specifying:

- (i) the duties of the officer concerned;
- (ii) any qualifications or qualities to be sought in the person to be appointed;
- (iii) the terms and conditions; and
- (iv) the remuneration package.

(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.



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

3. **Appointment of Chief Executive**

- (a) The Full Council will approve the appointment of the Chief Executive following the recommendation of such an appointment by the Staffing and Appeals Committee. That committee shall comprise no more than 11 members of the Council;
- (b) The Full Council may only make or approve the appointment of the Chief Executive where no well-founded objection has been made by any member of the Staffing and Appeals Committee.

4. **Appointment of Executive Directors, Corporate and/or Service Directors**

- (a) The Staffing and Appeals Committee of the Council will appoint Executive Directors, Corporate and/or Service Director. That committee shall comprise of no more than 11 members of the Council;
- (b) An offer of employment as an Executive Director, Corporate and/or Service Director shall only be made subject to satisfactory references and pre-employment checks;
- (c) For the purposes of these Procedure Rules, Executive and Corporate Directors are those named in Article 11. Service Directors are senior managers who report directly to the Executive Directors and who are members of the Corporate Leadership Team of senior managers of the Council as determined by the Chief Executive from time to time.
- (d) Where a reorganisation affects the structure/numbers of Executive Directors, Corporate and/or Service Directors posts, posts in the new structure will be filled in line with the enabling process agreed at the time. Any competitive interviews will be carried out by the Staffing and Appeals Committee in accordance with the enabling process

5. **Other Appointments**

- (a) **Appointment of Managing Director: LGSS.** The Managing Director: LGSS and Service Directors: LGSS will be appointed in accordance with procedures agreed by the LGSS Joint Committee.
- (b) **Officers below Corporate or Service Director level.** The appointment of officers below Corporate or Service Director level (other than assistants to political groups) is the responsibility of the Head of Paid Service or his/her nominee, and may not be made by Councillors;
- (c) **Assistants to Political Groups.** Appointment of an assistant to a political group shall be made in accordance with the wishes of that political group and in line with legislative requirements.

6. Dismissal and Disciplinary Action

(a) In the case of dismissals, the Staffing and Appeals Committee will hear the case against the Head of Paid Service, Monitoring Officer and Chief Finance Officer concerned and the hearing will be conducted in accordance with the Council's Disciplinary Procedure.

~~(b) A final decision in respect of the dismissal of the Head of Paid Service, the Chief Finance Officer and the Monitoring Officer rests with Full Council. Full Council will approve such dismissal before the notice of dismissal is issued.~~

~~(c) In the case of the Head of Paid Service, the Chief Finance Officer and the Monitoring Officer, no disciplinary action may be taken until a recommendation has been made following an investigation by a designated independent person. The neutral act of suspension for the purpose of investigating the alleged misconduct can be made by:~~

~~1. the Monitoring Officer in relation to the Head of Paid Service; or~~

~~2. the Head of Paid Service in relation to the Chief Finance Officer or the Monitoring Officer;~~

~~— in consultation with the Council Leader and Chairman of the Staffing and Appeals Committee and any suspension will be on full pay and for a period of no longer than two months.~~

(b) In the following paragraphs--

(i) "the 2011 Act" means the Localism Act 2011;

(ii) "chief finance officer", "disciplinary action", "head of the authority's paid service" and "monitoring officer" have the same meaning as in regulation 2 of the Local Authorities (Standing Orders) (England) Regulations 2001;

(iii) "independent person" means a person appointed under section 28(7) of the 2011 Act;

(iv) "local government elector" means a person registered as a local government elector in the register of electors in the authority's area in accordance with the Representation of the People Acts;

(v) "the Panel" means a committee appointed by the authority under section 102(4) of the Local Government Act 1972 for the purposes of advising the authority on matters relating to the dismissal of relevant officers of the authority;

(vi) "relevant meeting" means a meeting of the authority to consider whether or not to approve a proposal to dismiss a relevant officer; and



- (vii) "relevant officer" means the chief finance officer, head of the authority's paid service or monitoring officer, as the case may be.
- (c) A relevant officer may not be dismissed by an authority unless the procedure set out in the following paragraphs is complied with.
- (d) The authority must invite relevant independent persons to be considered for appointment to the Panel, with a view to appointing at least two such persons to the Panel.
- (e) In paragraph (iii) "relevant independent person" means any independent person who has been appointed by the authority or, where there are fewer than two such persons, such independent persons as have been appointed by another authority or authorities as the authority considers appropriate.
- (f) Subject to paragraph (vi), the authority must appoint to the Panel such relevant independent persons who have accepted an invitation issued in accordance with paragraph (iii) in accordance with the following priority order-
 - (i) a relevant independent person who has been appointed by the authority and who is a local government elector;
 - (ii) any other relevant independent person who has been appointed by the authority;
 - (iii) a relevant independent person who has been appointed by another authority or authorities.
- (g) An authority is not required to appoint more than two relevant independent persons in accordance with paragraph (v) but may do so.
- (h) The authority must appoint any Panel at least 20 working days before the relevant meeting.
- (i) Before the taking of a vote at the relevant meeting on whether or not to approve such a dismissal, the authority must take into account, in particular—
 - (a) any advice, views or recommendations of the Panel;
 - (b) the conclusions of any investigation into the proposed dismissal; and
 - (c) any representations from the relevant officer.
- (j) Any remuneration, allowances or fees paid by the authority to an independent person appointed to the Panel must not exceed the level of remuneration, allowances or fees payable to that independent person in respect of that person's role as independent person under the 2011 Act.



7. Appointment, Dismissal and Management of all other Employees

- (a) The appointment, dismissal and management of employees (except the Head of Paid Services, Monitoring Officer and Chief Finance Officer) including disciplinary action will be carried out by properly authorised officers of the Council in line with the Recruitment and Selection Policy, other employment policies and procedures agreed by the Council and in compliance with statutory obligations.
- (b) Councillors will not be involved in the disciplinary or dismissal of any officer below Corporate or Service Director level 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.