
Report To:	Policy & Resources Committee	Date:	6 February 2024
Report By:	Corporate Director, Education, Communities & Organisational Development	Report No:	PR/07/24/RB/MR
Contact Officer:	Morna Rae	Contact No:	01475 712042
Subject:	Use of Powers Delegated to the Chief Executive to Appoint SOLACE to assist with a Chief Officer recruitment		

1.0 PURPOSE AND SUMMARY

1.1 For Decision For Information/Noting

1.2 The purpose of this report is to note the use of emergency powers in December 2023 for the Council to appoint to appoint SOLACE to assist in the recruitment of a new Head of Legal, Democratic, Digital & Customer Services.

1.3 Following the recent resignation of the current Head of Legal, Democratic, Digital & Customer Services there is a need to commence the recruitment for a replacement. It is understood that there are currently challenges in recruiting to senior specialist posts such as this. As such, it was recommended that the Council appoint SOLACE to assist in this recruitment exercise

2.0 RECOMMENDATIONS

2.1 It is recommended that the Committee note that the Chief Executive used their powers under the Scheme of Delegation (Officers) to appoint SOLACE to assist in the recruitment of a new Head of Legal, Democratic, Digital & Customer Services.

Ruth Binks
Corporate Director
Education, Communities & Organisational Development

3.0 BACKGROUND AND CONTEXT

- 3.1 The current Head of Legal, Democratic, Digital & Customer Services recently handed in their resignation, to join another local authority. This post encompasses the role as the Council's Monitoring Officer and Clerk to the Licensing Board, statutory posts that all local authorities must have. There is a need to commence this recruitment process promptly. In addition, it is understood that there are currently challenges in recruiting to senior specialist local authority posts such as this. The Council has itself experienced such issues recently. Given this, it is recommended that the Council appoint SOLACE to assist in the recruitment exercise for this post. Members will be aware that SOLACE were recently successfully used to support the appointment of the new Head of Regeneration, Planning & Public Protection.
- 3.2 The use of these Emergency Powers was authorised by the Chief Executive following consultation with Councillor McCabe, Councillor McCluskey and Councillor Robertson, as the Convenor, Vice-Convenor and Leader of the largest non-administration party on the Policy & Resources Committee respectively.

4.0 PROPOSALS

- 4.1 It is recommended that the Committee note that the Chief Executive used their powers under the Scheme of Delegation (Officers) to appoint SOLACE to assist in the recruitment of a new Head of Legal, Democratic, Digital & Customer Services.

5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial	x	
Legal/Risk	x	
Human Resources		x
Strategic (Partnership Plan/Council Plan)		x
Equalities, Fairer Scotland Duty & Children/Young People's Rights & Wellbeing		x
Environmental & Sustainability		x
Data Protection		x

5.2 Finance

One Off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
Reserves			£10 000		

Annually Recurring Costs/Savings

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

5.3 Legal/Risk

There is a statutory requirement for the Council to have a Monitoring Officer and a Clerk to the Licensing Board. The recruitment of a new Head of Legal, Democratic, Digital & Customer Services would enable the Council to fulfil these requirements.

5.4 Human Resources

There are no human resources implications arising directly from this report.

5.5 Strategic

There are no strategic implications arising directly from this report.

6.0 CONSULTATION

6.1 None.

7.0 BACKGROUND PAPERS

7.1 None.