

**OFFICERS' APPOINTMENT COMMITTEE**

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**PROTOCOL FOR APPOINTMENT OF FIRST AND SECOND TIER OFFICERS**

**Purpose**

1. To put forward a protocol to facilitate the employment of first and second tier officers.

**Background**

2. Since the introduction of the Officer Employment Procedures Regulations in 2001, the appointment of first and second tier posts has to be by members. The County Council has established the Officers' Appointments Committee for this purpose.
3. The Committee comprises five members, currently three from the Cabinet and two from the Liberal Democrat group.
4. There are a number of actions which need to happen prior to the selection meeting of the Committee. This has been "codified" into the proposed attached Protocol. If the Committee adopts the Protocol then there will be clarity as to which actions are necessary, who is responsible for implementing them and the timescales.
5. The Protocol acknowledges that different selection processes may be appropriate for the selection of different first and second tier officers. The Protocol enables the Chairman of the Officers' Appointment Committee to influence the selection process to be used in respect of each appointment.

**Recommendation**

6. That the Officers' Appointment Committee adopt the attached Protocol.

**PETER SMITH**

Director of Corporate Services

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RW/AF  
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