

10am, Thursday 12 March 2015

Succession Planning - Chief Executive

Item number	8.2
Report number	
Executive/routine	
Wards	

Executive summary

It is the intention of the Chief Executive, Sue Bruce to retire from local government service in October 2015 on attaining the age of 60 years. This report outlines the process for the search and appointment of a successor Chief Executive, including indicative timescales for the process.

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Succession Planning - Chief Executive

Recommendations

- 1.1 It is recommended that members of the Council note the contents of the report and agree that a further report on the arrangements be brought forward to the Corporate Policy and Strategy Committee on 24 March 2015.

Background

- 2.1 The Chief Executive, Sue Bruce joined the Council on 1 January 2011. In October 2015 she will attain the age of 60 years and will be in her 40th year of service. The Chief Executive has intimated that she will retire from local government service at that time.

Main report

- 3.1 Whilst the Chief Executive is contractually bound to give three months notice, the longer period is offered to facilitate the search and appointment of a successor and an orderly handover in due course.
- 3.2 The timescale takes account of the pre election period for the May 2015 UK Government Elections, the summer recess and the potential notice period of a successor.
- 3.3 The Council's framework provider for search and recruitment is Aspen People. Aspen People will be asked to work with the Chief Executive and Acting Head of HR &OD in preparation of a recruitment pack for agreement with members.
- 3.4 A draft timetable for the recruitment will also be brought forward for members' consideration and agreement.

Measures of success

- 4.1 A successor Chief Executive is appointed within the timescale identified.

Financial impact

- 5.1 As described at paragraph 3.3, the Council's framework provider for search and recruitment is Aspen People.

Risk, policy, compliance and governance impact

6.1 The appointment process will comply with the Council's policies.

Equalities impact

7.1 The appointment process will comply with the relevant equalities legislation.

Sustainability impact

8.1 There is no direct sustainability impact arising from this report.

Consultation and engagement

9.1 The post will be advertised openly and transparently.

Background reading/external references

Sue Bruce

Chief Executive

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