

## ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/Objectives ( <i>delete as appropriate</i> ):	<i>All priorities</i>
Consultation:	None
Legal:	Council is required to appoint to statutory posts at all times
Financial:	As detailed in the report and pay policy statement 2015/16
Human Resource:	As detailed in the report
Risk Management:	Clarity over interim and the future arrangements set out in the report mitigate risk.
Health and Wellbeing:	None