

7 The Council's Staff

Councillors are supported by the Council's staff/employees (who are also called "officers"). Officers provide advice, implement decisions and manage the day to day delivery of the Council's services.

The most senior officer is the Chief Executive. Other senior managers lead different parts of the Council's services. Some officers have specific duties to ensure that the Council operates within the law and uses resources wisely. These are the Council's **statutory officers**: a Head of Paid Service responsible for the Council's officers (in Havant this is the Chief Executive); a Chief Finance Officer, responsible for the proper administration of the Council's financial affairs; and a Monitoring Officer responsible for reporting upon illegality and maladministration.

The Council's Management Structure is set out in **Part 2**. Officers must comply with a Code of Conduct which is set out in **Part 4**. The recruitment, selection and dismissal of officers will comply with the Officer Employment Standing Orders set out in **Part 3** of this Constitution. Officers are paid in accordance with the [Council's Pay Policy](#) .

The Councillor/Officer Protocol governs the relationship between officers and Councillors (in **Part 4** of this Constitution).