

REPORT TO:	APPOINTMENTS COMMITTEE 28 April 2016
AGENDA ITEM:	5
SUBJECT:	APPOINTMENT TO ACTING CHIEF EXECUTIVE AND ACTING HEAD OF PAID SERVICE
LEAD OFFICER:	Director of Human Resources
LEAD MEMBER:	Leader, Councillor Tony Newman
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure	
FINANCIAL SUMMARY: The salary cost of this post is contained within the 2016/17 budget.	
KEY DECISION REFERENCE NO: n/a	

1. RECOMMENDATIONS

- 1.1 That the Committee approves the appointment to the Acting Chief Executive and Acting Head of Paid Service based on the details contained within this report, noting that this is being reported to the Committee under section 40 of the Localism Act 2011.
- 1.2 Undertakes the selection for, and agree an appointment to, the post of Acting Chief Executive and Acting Head of Paid Service – candidate details provided in the Part B appendices to the agenda.
- 1.3 Agree the salary package of £180,000 per annum under section 40 of the Localism Act 2011.

2. EXECUTIVE SUMMARY

- 2.1. This report seeks the Committee's approval to appoint to the Acting Chief Executive and Acting Head of Paid Service on an interim basis pending permanent recruitment of a Chief Executive and Head of Paid Service.

3. DETAIL

Background

- 3.1. The Chief Executive and Head of Paid Service's last day of service is 26 June 2016. Recruitment to the post on a permanent basis is underway with interviews towards the end of June and a formal offer is expected to be made after approval by Full Council in July.

- 3.2. It was agreed at Full Council on 18 April 2016 to convene an Appointments Committee to appoint an Acting Chief Executive and Acting Head of Paid Service on an interim basis, subject to approval of Full Council on 23 May 2016.

Localism Act 2011

3.3 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments in accordance with the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment above a specified threshold are offered; and severance packages beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £99,999

3.4 Under the Council's pay arrangements the Acting Chief Executive and Acting Head of Paid Service would be graded at a level in accordance with section 40 of the Localism Act 2011 and therefore a decision is required by the Committee to appoint at this pay level.

3.5 The fixed pay point for the post is currently £180,000 per annum; and consideration is being given to benchmarking against comparable roles in London and south-east England and salary data from the London Council's pay survey 2015 as part of the recruitment to the post on a permanent basis.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	Current year	Future Years		
	2016/17	2017/18	2018/19	2019/20
	£'000	£'000	£'000	£'000
Revenue Budget available - full year	180			
Effect of decision from report				
Salary costs – full year	180			
Overspend / (underspend) – for a full year appointment	0	0	0	0

4.2 The effect of the decision

The post is budgeted for in the 2016/17 revenue budget and the costs associated with the interim appointment can be contained within the annual budget available.

4.3 Risks

This post has statutory responsibilities within its remit and therefore it is not sustainable to operate without this post on an interim basis. Failure to appoint an interim candidate to this role will also result in a lack of strategic leadership for the organisation.

4.4 Options

The alternative option of not filling the role is not a viable option as explained in paragraph 4.3 above.

4.5 Future savings/efficiencies

None identified.

(Approved by: Richard Simpson – Assistant Chief Executive, Corporate Resources and S151 Officer)

5 COMMENTS OF THE ACTING COUNCIL SOLICITOR AND ACTING MONITORING OFFICER

5.1 The Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.

5.2 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide that Full Council must approve the appointment of the Head of Paid Service before an offer of appointment is made to him/her

Approved by Gabriel MacGregor, Acting Council Solicitor and Acting Monitoring Officer.

6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT

6.1 There are no direct considerations arising from this report.

CONTACT OFFICER: Heather Daley, Director of Human Resources

BACKGROUND DOCUMENTS: None