

REPORT TO:	APPOINTMENTS COMMITTEE 13 June 2016
AGENDA ITEM:	5
SUBJECT:	APPOINTMENT TO CHIEF EXECUTIVE AND HEAD OF PAID SERVICE
LEAD OFFICER:	Director of Human Resources
CABINET 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
<p>1.1 That in Part B of this meeting, the Committee undertakes (a) the shortlisting and (b) the selection for the post of Chief Executive and 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 – candidate details provided in the Part B appendices to the agenda.</p> <p>1.2 Note that the successful candidate's offer of appointment will be subject to:</p> <ul style="list-style-type: none"> i) an appointment notification process ii) Full Council approval

2. EXECUTIVE SUMMARY

- 2.1. This report seeks the Committee's approval to undertake (a) the shortlisting and (b) the selection for the post of Chief Executive and Head of Paid Service on a permanent basis.

3. DETAIL

Background

- 3.1. The Chief Executive and Head of Paid Service's last day of service is 26 June 2016; and interim arrangements have been in place formally following Full Council on 23 May 2016 pending appointment to the post on a permanent basis.

Localism Act 2011

- 3.2 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

Pay Policy

- 3.3 Under the Council's pay arrangements the post of Chief Executive and 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 to appoint at this pay level.

- 3.4 The fixed pay point for the post is currently £180,000 per annum; and benchmarking against comparable Chief Executive and Head of Paid Service roles in London and south-east England and salary data from the London Council's pay survey 2015 indicate that £180,000 per annum is appropriate – but that provision to pay up to £194,500 per annum may be required to attract the calibre of candidates for this role within the context of the borough's opportunities and challenges.

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					
- Current post holder	180				
- Future budget			194.5	194.5	194.5
Effect of decision from report					
Salary costs – full year	194.5	194.5	194.5	194.5	194.5
Overspend / (underspend) – for a full year appointment		14.5	0	0	0

4.2 The effect of the decision

The decision to increase the funding for this post by a maximum of £14.5k per annum can be met from the agreed 2016/17 budget. As a result of savings achieved through the Voluntary Severance scheme that were not factored into the 2016/17 budget there is flexibility for the pay increase for this role if required.

4.3 Risks

There is a risk of being unable to recruit and retain the right calibre of person to this role if the salary is not comparable to the market.

4.4 Options

The alternative option of not filling the role; and for not making provision to within the parameters of the Council's agreed Pay Policy Statement 2016-17 is not considered sustainable or 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: (a) a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs; and (b) 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