

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>23 September 2016</b>
<b>AGENDA ITEM:</b>	<b>5</b>
<b>SUBJECT:</b>	<b>APPOINTMENT OF THE EXECUTIVE DIRECTOR – PLACE</b>
<b>LEAD OFFICER:</b>	<b>Chief Executive Director of Human Resources</b>
<b>CABINET MEMBER:</b>	
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post is contained within the 2016/2017 budget.	
<b>KEY DECISION REFERENCE NO:</b> n/a	

<p><b>1. RECOMMENDATIONS</b> That the Committee:</p> <p>1 Agree the salary package of the Executive Director – Place of £150,000 per annum pursuant to the guidance issued by the Secretary of State under section 40 of the Localism Act 2011 and the provisions of the Council's constitution.</p> <p>2 Undertakes the shortlisting and subsequent selection and appointment to the post of Executive Director – Place from the candidates detailed in the Part B appendices to the agenda</p> <p>1.3 Note that the successful candidate's offer of appointment will be subject to an appointment notification process.</p>
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## 2. EXECUTIVE SUMMARY

2.1 This report seeks the Committee's approval of salary packages for the post of Executive Director – Place of up to £150,000 per annum; and requests that Members of the Committee undertake the selection for, and agree an appointment to, the post of Executive Director – People as detailed in the Part B appendices to the agenda.

## 3. DETAIL

### Background

- 3.1. The post of Executive Director – Place became vacant on the appointment of the previous post holder, an internal applicant through external recruitment, to the Council's Chief Executive post in July 2016.
- 3.2. The post has been advertised externally and the intention is to appoint to the vacancy. There are no internal candidates for this post.

### 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 provides that elected Members should be given an opportunity to vote before a salary package upon appointment above a specified threshold is offered; or a severance package beyond a specified threshold is approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 per annum as set by Government.
- 3.4 Under the Council's current pay arrangements the Executive Director – Place would be graded at a level which would engage the Committee's discretion in accordance with the delegation set out in paragraph 3.3 above and therefore a decision is required by the Committee to appoint at this pay level.
- 3.5 The current fixed pay point for the post is £150,000 per annum; and benchmarking against comparable roles in London and south-east England and salary data from the London Council's pay survey 2014 and from the Hays Group indicate that this is appropriate to attract the calibre of candidate for this role within the context of the Borough's opportunities and challenges.

### Selection and Appointment

- 3.6 The details of the candidates for Members consideration for the purposes of shortlisting, selection and appointment to the post of Executive Director – Place are provided as appendices in Part B of the agenda.

## **4 FINANCIAL AND RISK CONSIDERATIONS**

#### 4.1 Revenue and Capital consequences of report recommendations

	Current y		
	2016/ 17		
	£ '000		
Revenue budget available			
Expenditure			
Effect of decision from report			

#### 4.2 The effect of the decision

The post is budgeted for in the 2016/17 Place Department revenue budget.

#### 4.3 Risks

It is not considered sustainable to operate without this post.

#### 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: Lisa Taylor – Assistant Director of Finance and Deputy S151 Officer)

### 5 COMMENTS OF THE COUNCIL'S ACTING 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 Where the appointment of a Chief Officer as defined by the Council's Staff Procedure Rules (Part 4J of the Constitution) is concerned, the Constitution provides that such appointment shall normally be carried out by the Appointments Committee. Provision is also made under Part 4J for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment being made, before an offer of appointment is made to the successful candidate.

(Approved for and on behalf of Jacqueline Harris-Baker, 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