

REPORT TO:	APPOINTMENTS COMMITTEE Monday 07 October 2019
SUBJECT:	APPOINTMENT TO EXECUTIVE DIRECTOR, RESOURCES
LEAD OFFICER:	Chief Executive
CABINET MEMBER:	Leader, Cllr Tony Newman Cabinet member Cllr Simon Hall
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure.	
FINANCIAL SUMMARY: The salary cost of this post is contained within the existing 2019/20 budget.	

1. RECOMMENDATIONS

- 1.1 Having due regard to the Council's current Pay Policy, agree the salary package for this role, Executive Director, Resources at a salary of £156,060 per annum under section 40 of the Localism Act 2011 and the provisions of the council's constitution.
- 1.2 Undertake the selection and the appointment to the post of Executive Director, Resources from the candidate(s) detailed in the Part B appendices to the agenda (to follow) and in accordance with the provisions of part 4 J of the council's constitution (Staff Employment Procedure Rules).
- 1.3 Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

2. EXECUTIVE SUMMARY

- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Executive Director, Resources.

3. DETAIL

- 3.1 The Executive Director of Resources, is a key strategic post and plays an executive role within the Council's Executive Leadership Team (ELT) and the Corporate Leadership Team (CLT) in leading and delivering corporate objectives.

As part of the Corporate Leadership Team with a direct report into the Chief

Executive to provide inspiring and effective leadership and drive performance at corporate and departmental levels to deliver the Council’s strategy and key outcomes.

- 3.2 The post holder will have direct management responsibility for the services as set out below.



LOCALISM ACT 2011 AND PAY POLICY

- 3.3 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments beyond 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 at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council’s employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.
- 3.4 As set out in the Council’s pay policy, directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2019/20 agreed by the Council on 27 February 2019 agreed a fixed pay point for the Executive Director, Resources £156,060.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	2019/2020	2020/21
	£'000	£'000
Revenue Budget available	39.15	156.06
Effect of decision	39.15	156.06
Overspend / (underspend)	0	0

* the assumption for 2019/20 is that the appointment will be made for 3 months of the financial year, this may vary depending on the availability of the successful candidate.

4.2 The effect of the decision

This is an established post and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The appointment is expected to be effective from 01 January 2020 and the salary costs arising from this decision can be met from the existing 2019/20 budget.

4.3 Risks

There is a risk of being unable to 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 appoint within the parameters of the Council's agreed Pay Policy Statement, is not considered sustainable or viable option as explained in paragraph 4.3 above.

4.5 Future savings/efficiencies

None identified.

Approved by: Lisa Taylor, Director of Finance, Investment and Risk (Interim S151 Officer)

5 LEGAL CONSIDERATIONS

5.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that 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. However, such appointments are subject to the requirement as detailed in paragraph 3.3 above in so far as Member approval is required to appoint to salary packages in excess of £100,000.

5.2 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her.

Approved by: Sandra Herbert Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy 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: Sue Moorman, Director of Human Resources
APPENDIX A: Job Description – Executive Director, Resources
BACKGROUND DOCUMENTS: None