

Council

Appointment of Interim Chief Executive and Head of Paid Service

8 December 2010

Report of Leader of the Council

PURPOSE OF REPORT

To seek Council's approval to the appointment of the interim Chief Executive.

This report is public

Recommendations

Council is recommended:

- (1) To accept the recommendation of the Personnel Committee and appoint Ian Davies as interim Chief Executive and Head of Paid Service from 1 January 2011 for between two and six months.

Executive Summary

Introduction

- 1.1 The Chief Executive has been appointed as the Chief Executive of the London Borough of Hounslow and will be leaving this Council to take up her new role in January. We must have a Head of Paid Service in place by law and therefore must make arrangements for this role from 1 January 2011.
- 1.2 We are in advanced discussions with South Northamptonshire Council about sharing a senior management team and both Councils are on track to take a final decision about the proposed shared arrangements at separate meetings on 8 December. These proposals include a shared Chief Executive.
- 1.3 Assuming both Councils agree to create a shared management team, the earliest a shared Chief Executive could be in post is 1 March 2011. However, it might be that the successful candidate is not able to start until around 1 June 2011.
- 1.4 At the 18 October Council meeting members agreed to seek to appoint an interim Chief Executive and Head of Paid Service from among our current management team and by doing so to offer a development opportunity to a

suitable individual in line with our commitment to investing in our staff's training and development.

- 1.5 The Personnel Committee met on 18 November and interviewed candidates for this interim appointment.

Proposals

- 1.6 That the Personnel Committee recommends that Ian Davies, currently Strategic Director, Environment and Community, should be appointed interim Chief Executive and Head of Paid Service from 1 January 2011 for between two and six months.

Conclusion

- 1.7 We have to designate a Head of Paid Service from 1 January 2011 and the recommendation of the Personnel Committee should be accepted and Ian Davies be appointed as interim Chief Executive and Head of Paid Service.

Key Issues for Consideration/Reasons for Decision and Options

- 1.8 We have by law to have a designated Head of Paid Service.
- 1.9 We hope we will be sharing a Chief Executive and Head of Paid Service and senior management team with South Northamptonshire during 2011/12 but need our own arrangements in place in the interim.
- 1.10 The Personnel Committee is not recommending anyone else other than Ian Davies for the role.

Implications

Financial: The costs of the interim appointment of an interim Chief Executive for up to 6 months and any associated back fill costs can be met in the main from savings arising from the vacancy in the permanent position. A budget of £27,000 remains for the 2010/11 financial year and any additional costs could be met from the organisational change reserve. A provision against this reserve will be made in the Quarter 3 out-turn projection to the Executive for the proportion of the additional costs falling in the current financial year in relation to an internal or external interim appointment. Any costs associated with 2011/12 year will be considered as part of the budget process.

Comments checked by Karen Curtin, Head of Finance 01295 221551.

Legal: Local authorities have a duty under the Local Government and Housing Act 1989 to designate one of their officers as the head of their paid service. This post is one of three statutory appointments (the others being the section 151 officer and the monitoring officer) that every local authority is required to make. The Council must therefore ensure

that such appointment is made so that a Head of Paid Service is in place for the period from the departure of the Chief Executive until a new permanent Chief Executive and Head of Paid Service is in post.

Comments checked by Liz Howlett, Head of Legal and Democratic Services, 01295 221686.

Risk Management:

Appointment to the Chief Executive post, interim and permanent, is crucial to the achievement of the Council's strategic aims. There is a risk that inadequate management arrangements might adversely affect the performance of the Council.

It is considered that the quality of the existing management team and the need for timeliness minimises this risk and will ensure a robust handover from the departing Chief Executive.

Comments checked by Karen Curtin, Head of Finance 01295 221551.

Wards Affected

All

Document Information

| Appendix No | Title |
|---|--|
| None | |
| Background Papers | |
| 18 October 2010, Paper to Council, Proposed interim Chief Executive and Head of Paid Service Arrangements | |
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