

NOT FOR PUBLICATION

Appendix A to this report contains exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A to the Local Government Act 1972

Report to: **Council**
Date: **21 April 2020**
Title: **APPOINTMENT OF CHIEF EXECUTIVE**
Portfolio Area: **Leader of the Council, Cllr Neil Jory on behalf of Appointment Panel**

Wards Affected: **All**

Urgent Decision: **N** Approval and clearance obtained: **Y**

Date next steps can be taken: *following the South Hams District Council meeting to be held on 23 April 2020*

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RECOMMENDATION

That the Council RESOLVES to agree:

- 1. The appointment of the recommended successful candidate for the position of Chief Executive and Head of Paid Service (as detailed in Exempt Appendix A); and**
- 2. The interim appointment of the Deputy Chief Executive as the Interim Chief Executive and Head of Paid Service until the new Chief Executive and Head of Paid Service commences employment with the Council.**

1. Executive summary

- 1.1 To consider the recommendations of the Appointment Panel for the appointment of a Chief Executive and Head of Paid Service.
- 1.2 To consider the interim appointment of the Deputy Chief Executive to the role of Chief Executive and Head of Paid Service until a new Chief Executive and Head of Paid Service commences employment with the Council.

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2. Background

- 2.1 Following the resignation of the current Chief Executive and Head of Paid Service, the Council has undertaken a recruitment process to select a new Chief Executive and Head of Paid Service.
- 2.2 The role Head of Paid Service is required under the provisions of section 4 of the Local Government and Housing Act 1989.
- 2.3 The appointment will be to a shared post with South Hams District Council.
- 2.4 The Leader convened an Appointment Panel in conjunction with the Leader of South Hams District Council for the purpose of selecting a new Chief Executive. The Panel was politically balanced and comprised of three senior members from each Council, including the Leader.
- 2.5 Following a selection process, the Appointment Panel recommended the appointment of the successful candidate (see Exempt Appendix A).
- 2.6 in accordance with the Local Authorities' (Standing Orders) (England) Regulations 2001 as set out in the Council's Constitution (Officer Employment Procedure Rules) the name of the person to be offered the appointment was sent to all Members of the Hub Committee asking for any objections to the making of an offer to be submitted by 9 am on Friday, 20 March 2020. No objections have been received.
- 2.7 The salary for the position of Chief Executive and Head of Paid Service was agreed by Special Council on 23 July 2019 at £120,000pa.
- 2.8 The successful candidate will need to serve a contractual notice period at their current employers and it is necessary to make interim arrangements to cover this period. The Appointment Panel recommend that the Deputy Chief Executive is appointed to the role on an interim basis.

3. Implications

Implications	Relevant to proposals Y/N	Details and proposed measures to address
Legal/Governance	Y	The appointment to the role of Head of Paid Service is required under the Local Government and Housing Act 1989. Only full Council can make this appointment.

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		The Local Government (Standing Orders) (England) Regulations 2001 require that Members of the Hub Committee are informed of the proposal to make an offer of appointment to the successful candidate and be given an opportunity to raise an objection.
Financial implications to include reference to value for money	Y	Special Council on 23 July 2019 agreed the salary for the role of Chief Executive and the cost will be met from within existing salary budget.
Risk	Y	The failure to appoint a Chief Executive and Head of Paid Service will be unlawful and heighten the risk that the Council will not be successfully led by an appropriate senior officer.
Supporting Corporate Strategy		The appointment supports all of the Council's Corporate Strategies
Climate Change - Carbon / Biodiversity Impact		The recommendations will have no direct impact on delivering our climate change programme
Comprehensive Impact Assessment Implications		
Equality and Diversity		There are no Equality and Diversity implications
Safeguarding		There are no Safeguarding implications
Community Safety, Crime and Disorder		There are implications crime and disorder reduction
Health, Safety and Wellbeing		There are no implications on Health, Safety and Wellbeing
Other implications		There are no other implications

Supporting Information

Appendices:

A – Appointment of Chief Executive and Head of Paid Service

Background Papers:

Local Government and Housing Act 1989

Local Government (Standing Orders) (England) Regulations 2001.

Report to Special Council, 23 July 2019 – Restructure of the Senior Leadership Team