

Appointment to the post of Chief Executive and Head of Paid Service

SUMMARY

- 1.1 Under the Local Government and Housing Act 1989 the Council must designate an officer as Head of Paid Service. Appointment to this position must be agreed by Full Council. In January 2015 the previous Chief Executive left the Council leaving this position vacant.
- 1.2 This report recommends the appointment of Mr Paul Robinson as Chief Executive and Head of Paid Service on a permanent basis in line with the unanimous agreement of an Appointment Panel constituted to select a new candidate for the vacant position.

RECOMMENDATIONS

- 2.1 To appoint Paul Robinson as the Council's Chief Executive and Head of Paid Service with effect from 23 July 2015 on the following terms...
 - A salary of £160,000 per annum. Remuneration of the role of Chief Executive and Head of Paid Service will be reviewed using the Hay methodology in common with the remainder of the work force and any proposals be considered and implemented alongside the Pay and Reward project for the Council.
 - The national conditions of service for local authority Chief Executives, including pay awards determined from time to time by the Local Authority Chief Executives Joint Negotiating Committee, supplemented by the provisions of the local Derby City Council Personnel Handbook where appropriate.
- 2.2 To agree that the Leader of the Council should set the objectives for the Chief Executive and Head of Paid Service on an annual basis and progress against delivery of these objectives should be reviewed every six months in-line with the Council's individual performance management arrangements.

REASONS FOR RECOMMENDATIONS

- 3.1 The former Chief Executive left the authority in January 2015. The post of Head of Paid Service is a statutory position which the Council must fill.
- 3.2 All officers of the Council are expected to be regularly appraised on their performance

in-line with the Managing Individual Performance procedure.

SUPPORTING INFORMATION

- 4.1 The previous Chief Executive and Head of Paid Service left the employment of Derby City Council in January 2015. Since then the post of Acting Chief Executive and Head of Paid Service has been fulfilled by Mr Paul Robinson.
- 4.2 The responsibilities of the post of Chief Executive have changed significantly from the previous Chief Executive in that the postholder is now managing the Organisation and Governance Directorate (previously the Resources Directorate). The Regeneration Department is now being managed by the Acting Strategic Director of Communities and Place.
- 4.3 An Appointment Panel including leading Members of the four political parties represented on the Council has undertaken a selection process and unanimously approved the appointment of Mr Paul Robinson as Chief Executive and Head of Paid Service on a permanent basis. However, under the Council's Constitution, the formal appointment needs to be made by Full Council.
- 4.4 The Appointment Panel is recommending that the appointment of Mr Paul Robinson should be on the same salary as the previous Chief Executive – a salary of £160,000 per year and based on the nationally agreed conditions for local authority Chief Executives, including pay awards determined from time to time by the Local Authority Chief Executives Joint Negotiating Committee.
- 4.5 The Council is currently completing a management restructure of Tiers 1-3 (Chief Executive, Strategic Directors, Service Directors and Heads of Service). As part of this restructure, it is proposed that the remuneration for Tier 1 and 2 Officers should be reviewed using the Hay methodology in common with the remainder of the work force and any proposals be considered and implemented alongside the Pay and Reward project for the Council.

OTHER OPTIONS CONSIDERED

- 5.1 None – the post of Head of Paid Service is a statutory position which the Council must fill.

This report has been approved by the following officers:

Legal officer	Director of Legal and Democratic Services
Financial officer	Director of Finance and Procurement
Human Resources officer	
Estates/Property officer	
Service Director(s)	Director of Information Systems
Other(s)	Equalities Officer
	Head of Governance & Assurance

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Background papers:	None
List of appendices:	Appendix 1 – Implications

IMPLICATIONS

Financial and Value for Money

- 1.1 The cost of the post of Chief Executive and Head of Paid Service will be covered from existing management budgets.

Legal

- 2.1 The Local Government and Housing Act 1989 provides that the Council must designate a Head of Paid Service and a Monitoring Officer and that they must not be the same person. Regulations provide that the appointment of the Head of Paid Service must be approved by the Full Council; this requirement is also incorporated into the Council's Officer Employment Procedure Rules.

Personnel

- 3.1 An Appointment Panel with representatives from the Council's four political groups was convened and an interview process held to ascertain Mr Robinson's suitability for the post.

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- 4.1 None directly arising from this report.

Equalities Impact

- 5.1 As part of the Senior Management re-structure it is proposed that the remuneration for the post will be reviewed along with all Tier 1 and Tier 2 Officers using the Hay equal pay methodology, like the rest of the workforce.

Health and Safety

- 6.1 None directly arising from this report.

Environmental Sustainability

- 7.1 None directly arising from this report.

Property and Asset Management

- 8.1 None directly arising from this report.

Risk Management

9.1 None directly arising from this report.

Corporate objectives and priorities for change

10.1 None directly arising from this report.