

Public Document Pack

EAST HERTFORDSHIRE DISTRICT COUNCIL

NOTICE IS HEREBY GIVEN that a meeting of East Hertfordshire District Council will be held in the **Council Chamber, Wallfields, Hertford** on **Wednesday 20th August, 2025 at 5.00 pm**, for the purpose of transacting the business set out in the Agenda below, and you are hereby summoned to attend.

Date this 6th day of August 2025

James Ellis
Director for Legal, Policy
and Governance

This meeting will be live streamed on the Council's Youtube page:
<https://www.youtube.com/user/EastHertsDistrict>

AGENDA

1. Chair's Announcements

To receive any announcements from the Chair.

2. Apologies for Absence

To receive any Members' apologies for absence.

3. Declarations of Interest

To receive any Members' declarations of interest.

4. Appointment of the Chief Executive (Head of Paid Service) (Pages 4 - 8)

Disclosable Pecuniary Interests

A Member, present at a meeting of the Authority, or any committee, sub-committee, joint committee or joint sub-committee of the Authority, with a Disclosable Pecuniary Interest (DPI) in any matter to be considered or being considered at a meeting:

- must not participate in any discussion of the matter at the meeting;
- must not participate in any vote taken on the matter at the meeting;
- must disclose the interest to the meeting, whether registered or not, subject to the provisions of section 32 of the Localism Act 2011;
- if the interest is not registered and is not the subject of a pending notification, must notify the Monitoring Officer of the interest within 28 days;
- must leave the room while any discussion or voting takes place.

Public Attendance

East Herts Council welcomes public attendance at its meetings and meetings will continue to be live streamed and webcasted. For further information, please email democratic.services@eastherts.gov.uk or call the Council on 01279 655261 and ask to speak to Democratic Services.

The Council operates a paperless policy in respect of agendas at committee meetings and the Council will no longer be providing spare copies of Agendas for the Public at Committee Meetings. The mod.gov app is available to download for free from app stores for electronic devices. You can use the mod.gov app to access, annotate and keep all committee paperwork on your mobile device.

Visit [Political Structure, Scrutiny and Constitution | East Herts District Council](#) for details.

Audio/Visual Recording of meetings

Everyone is welcome to record meetings of the Council and its Committees using whatever, non-disruptive, methods you think are suitable, which may include social media of any kind, such as tweeting, blogging or Facebook. However, oral reporting or commentary is prohibited. If you have any questions about this please contact Democratic Services (members of the press should contact Communications@eastherts.gov.uk). Please note that the Chairman of the meeting has the discretion to halt any recording for a number of reasons, including disruption caused by the filming or the nature of the business being conducted. Anyone filming a meeting should focus only on those actively participating and be sensitive to the rights of minors, vulnerable adults and those members of the public who have not consented to being filmed.

Agenda Item 4

East Herts Council Report

Extraordinary Council

Date of meeting: Wednesday 20 August 2025

Report by: Councillor Ben Crystall, Leader of the Council

Report title: Appointment of the Chief Executive (Head of Paid Service)

Ward(s) affected: (All Wards);

Summary

- To recommend the appointment to the role of Chief Executive (Head of Paid Service).

RECOMMENDATION FOR EXTRAORDINARY COUNCIL:

- (A) The preferred candidate be appointed as Chief Executive (Head of paid Service) at a spot salary of £127,706 + £10,000 (Head of Paid Service allowance).**

N.B. This includes the 2025/26 pay award which has been agreed since the process was started.

1.0 Background

1.1 Following the resignation of Richard Cassidy in August 2024, it was agreed at Council on 16 October 2024 that Helen Standen be appointed as Interim Chief Executive for a period of between 12 and 18 months in order to keep the 'ship steady'.

1.2 The Chief Officer Recruitment Committee was convened to oversee the completion of a process for the permanent Chief Executive.

2.0 Report

- 2.1 The process was developed and supported by Elly Starling, Strategic Human Resources and Organisational Development Lead, and members of the HR function. The role was advertised through the Municipal Journal, on LinkedIn and on our own recruitment landing page.
- 2.2 The salary advertised was the same spot salary as the previous permanent and acting Chief Executives and has since been adjusted for the 2025/26 annual pay award.
- 2.3 See **Appendices A and B** for details of the process overseen by the Chief Executive Recruitment Committee.
- 2.4 Upon completion of the agreed assessments the committee unanimously **agreed to permanently appoint Helen Standen as Chief Executive** to lead East Herts Council through this vital evolution of local government.

3.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

No

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

Yes

A comprehensive selection process was followed for all candidates.

Human Rights

No

Legal

No

Specific Wards

No

4.0 Background papers, appendices and other relevant material

4.1 **Appendices A and B** – minutes of meetings of the Chief Executive Recruitment Panel

Contact Member: Councillor Ben Crystall, Leader of the Council.
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