

EAST HERTS COUNCIL

COUNCIL – 4 APRIL 2012

REPORT BY LEADER OF THE COUNCIL

ARRANGEMENTS WITH REGARD TO THE POST OF CHIEF EXECUTIVE

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- To appointment interim statutory officers and to recommend changes to the senior management team

<u>RECOMMENDATIONS:</u> that:	
(A)	the current post of Chief Executive be deleted and an existing Director's post be redesignated as "Chief Executive and Director of ..."; the Council proceed to recruit; and the Council's Pay Policy 2012, be adjusted as set out in the report;
(B)	the Director of Customer and Community Services be appointed as acting Head of Paid Services until a permanent appointment is made; and the Director of Internal Services to act as deputy in the interim;
(C)	the Director of Neighbourhood Services be appointed as acting Returning Officer in accordance with Section 35(1) of the Representation of the People Act 1983 and as Electoral Registration Officer in accordance with Section 8(2)(a) of the Representation of the People Act 1983 until a permanent appointment is made; and
(D)	a panel be appointed to consider and appoint the new position.

1.0 Background

1.1 The Chief Executive left the Council by mutual agreement on 19 January 2012. Interim arrangements were put in place from August 2011 to date that the duties be covered by the senior management team. The Council needs to formally confirm the arrangements for statutory posts until permanent appointments are made to these posts.

2.0 Report

2.1 Since August 2011, the senior management team has demonstrated their ability to work together in managing the Council's business in the absence of a Chief Executive.

2.2 It is for this reason that the Executive considers it appropriate to propose a senior management structure of 3 full time Directors for a further period rather than recruiting a replacement Chief Executive on a like for like basis.

2.3 In order to ensure there is a single point of reference for both Members and officers it is recommended that the responsibilities outlined in **Essential Reference Paper 'B'** be undertaken at Director level and the post be redesignated as "Chief Executive and Director of".

2.4 The configuration of service responsibilities attaching to the three Director posts will be subject to realignment, and other adjustment of senior management responsibilities may be made as required, following appointment. Similarly, permanent appointments to statutory posts will follow.

2.5 Pending these permanent appointments acting appointments are recommended - that the Council appoints the Director of Customer and Community services as acting Head of Paid Services and that the Council appoints the Director of Neighbourhood Services as acting Returning Officer.

2.6 The Council's Pay Policy Statement 2012 sets out the future appointment and interim arrangements with regard to remuneration for Chief Officers as set out in **Essential Reference Paper 'C'**. As a consequence of these proposals it is recommended that the statement be amended by

- Deletion of references to the post of Chief Executive as a separate post.
- The role of directors and Chief Officer are job evaluated using Local Government Employers senior management job evaluation scheme, providing pay structure for the senior management team.
- Allow for consequential adjustments at HoS level and/or management posts as determined by the appointee in consultation with the Leader.

2.7 The Returning Officer appointment is subject to a scale of expenses as agreed by Council on 21 February 2007.

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

Pay Policy Statement 2012 – Council 22 February 2012
Returning Officer's Scale of Fees – Council 21 February 2007

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ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/Objectives (<i>delete as appropriate</i>):	<i>All priorities</i>
Consultation:	None
Legal:	Council is required to appoint to statutory posts at all times
Financial:	As detailed in the report and pay policy statement 2012
Human Resource:	As detailed in the report
Risk Management:	Clarity over interim and the future arrangements set out in the report mitigate risk.