

EAST HERTS COUNCIL

ANNUAL COUNCIL – 20 MAY 2015

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 appoint the recruitment panel for the post of Chief Executive

<u>RECOMMENDATIONS FOR COUNCIL:</u> that:	
(A)	the current post of Chief Executive/Director of Customer and Community Services be deleted and a new post of Chief Executive be created;
(B)	the Council proceed to recruitment of a Chief Executive;
(C)	the Director of Neighbourhood Services be appointed as acting Head of Paid Service until a permanent appointment is made;
(D)	the Head of Democratic and Legal Support Services be appointed as acting Monitoring Officer until a permanent appointment is made; and
(E)	a panel of the Council be appointed to consider and appoint the new position at (B) above.

1.0 Background

1.1 The Chief Executive and Director of Customer and Community Services will retire from the Council on 31 May 2015. Interim arrangements must be put in place from 1st June 2015 so that the duties are covered by the senior management team. The Council

also needs to formally confirm the arrangements for statutory posts until a permanent appointment is made to the vacant post of Chief Executive.

2.0 Report

2.1 To support the ambition and corporate priorities of the council the Executive considers it is appropriate that a new post of Chief Executive is recruited to. This would replace the current joint role of Chief Executive/Director. On appointment the Chief Executive would have the flexibility to structure the senior management team in the most efficient and effective way to support the challenges and opportunities the Council faces.

2.2 In order to ensure there is a single point of reference for both Members and officers it is recommended that the responsibilities as outlined in the Chief Executive job description (**Essential Reference Paper B**) be recruited to.

2.4 In the interim period the configuration of service responsibilities attached to the current three Director posts will be subject to realignment between two Directors. Other adjustment of senior management responsibilities may be made as required.

2.5 Acting appointments are required in the interim period. It is proposed that the Council appoints the Director of Neighbourhood Services as acting Head of Paid Services and that the Council appoints the Head of Democratic and Legal Services as acting Monitoring Officer.

2.6 The Council's Pay Policy Statement 2015/16 sets out the future appointment and interim arrangements with regard to remuneration for Chief Officers. As a consequence of these proposals it is recommended that the statement be amended by

- Deletion of references to the post of Chief Executive and Director of Customer and Community Services as a combined post
- Inclusion of a new post of Chief Executive

3.0 Implications/Consultations

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

Background Papers

Pay Policy Statement 2015/16 – Council 18 February 2015

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