

## **Report to Council**

**Subject:** Appointment of Chief Executive

**Date:** 15 July 2020

**Author:** Director of Organisational Development & Democratic Services

### **Purpose**

To seek approval for the appointment of a new the Chief Executive following an internal recruitment and selection process.

### **Recommendations**

#### **THAT:**

- 1) Mike Hill be appointed as Chief Executive with effect from 16 July 2020;**
- 2) His formal designation as Head of Paid Service, appointment as Returning Officer for local elections (Borough and Parish) and Parish Polls and Electoral Registration Officer to continue; and**
- 3) Alison Ball's designation as the Council's Section 151 Officer to continue.**

## **1 Background**

- 1.1 The Chief Executive post was last vacated at the start of March this year. On 29 January 2020, full Council agreed that transitional arrangements to ensure the smooth running of the Council following Ms Bradford's departure. Mike Hill was appointed as Acting Chief Executive, designated as Head of Paid Service, appointed as Returning Officer for local elections (Borough and Parish) and Parish Polls and Electoral Registration Officer. Council was notified that proposals for the permanent replacement of the Chief Executive would need to be considered in due course and that the

Appointments and Conditions of the Service Committee (“ACSC”) would deal with the recruitment process.

- 1.2 On 12 June 2020, ACSC agreed that the recruitment process should commence as soon as possible and the post of Chief Executive should be filled through an internal competitive process. ACSC agreed that applications should be ring fenced to officers covered by JNC terms and conditions for Chief Officers; for us that means the Deputy Chief Executive, all Directors and all Service Managers.
- 1.3 One application was submitted and an interview was conducted by ACSC on 24 June. ACSC agreed that Mike Hill should be recommended for appointment as Chief Executive and his designation as Head of Paid Service, Returning Officer and Electoral Registration Officer should continue. A provisional offer has been made, subject to Council approval.
- 1.4 Under the Standing Orders relating to Staff, before a formal offer of appointment can be made, the Monitoring Officer must notify all executive members and provide the opportunity to raise an objection to the proposed appointment. The Monitoring Officer has notified all members of Cabinet and has received no objections.
- 1.5 Members will recall that additional interim arrangements were agreed at Council on 29 January 2020 in relation to the S.151 Officer designation. It was agreed that Alison Ball, Service Manager, Financial Services be designated as the Council’s Section 151 Officer during the transitional period; which was defined as immediately after Ms Bradford’s last day of employment until permanent arrangements for the position of Chief Executive are in place. Other transitional operational arrangements were also agreed by the Senior Leadership Team to ensure strategic management of all service areas and provide capacity and resilience at a senior level. It is important that these interim arrangements continue so that the necessary strategic capacity and resilience is maintained, particularly in the context of the response to and recovery from Covid-19. These will therefore remain in place until a further decision is made about the permanent management structure.

## **2 Proposal**

- 2.1 It is proposed that Mike Hill be appointed as Chief Executive with effect from 16 July 2020 and his formal designation as Head of Paid Service, appointment as Returning Officer for local elections (Borough and Parish) and Parish Polls and Electoral Registration Officer should continue.
- 2.2 As Members will be aware, the Council is required to designate an Officer as Section 151 Officer and consequent on the above decision it is proposed that Alison Ball’s designation as the Council’s Section 151

Officer should continue.

### **3 Alternative Options**

- 3.1 To not agree the appointment to the post of Chief Executive. In this case the ACSC will need to reconsider what methods should be undertaken to fill the vacant post of Chief Executive. This could include full external process or internal re-advertisement.

### **4 Financial Implications**

- 4.1 The proposals can be accommodated from existing budgets.

### **5 Legal Implications**

- 5.1 The recruitment process must be conducted in accordance with the Council's Standing Orders Relating to Staff. ACSC has the power to deal with the recruitment process, but the Chief Executive and Head of Paid Service can only be appointed by Full Council.
- 5.2 Under S.4(1) Local Government and Housing Act 1989, the Council is under a duty to designate one of its officers as Head of Paid Service. The statutory role of Head of Paid Service cannot be held by the Monitoring Officer but may be held by the Chief Financial Officer.
- 5.3 Under S.151 Local Government Act 1972 the Council is required to make arrangements for the proper administration of its financial affairs and shall secure that one of its officers has responsibility for the administration of those affairs ("Chief Financial Officer"). ACSC has the power to designate an Officer as Section 151 Officer.

### **6 Equalities Implications**

- 6.1 There are no adverse equalities implications identified. The vacancy was openly notified to all officers covered by the JNC Conditions of Service for Chief Officers.

### **7 Carbon Reduction/Environmental Sustainability Implications**

- 7.1 There are no carbon reduction/environmental sustainability implications.

### **8 Appendices**

- 8.1 None.

### **9 Background Papers**

- 9.1 None.

**Statutory Officer approval**

**Approved by: Deputy Chief Financial  
Officer**

**Date: 25 June 2020**

**On behalf of the Chief Financial Officer**

**Drafted by the Monitoring Officer.**