

REPORT OF THE LEADER OF THE COUNTY COUNCIL**APPOINTMENT OF THE CHIEF EXECUTIVE****Purpose of the Report**

1. To seek the approval of Full Council to the appointment to the post of Chief Executive, the Council's Head of Paid Service.

Information and Advice**Background**

2. The Council's current Chief Executive has been in post since April 2008 and is intending to retire in 2015.
3. At the meeting of Full Council on 18 September 2014 approval was given to the recruitment to the post of Chief Executive, as Head of Paid Service. Approval was also given to reduce the salary attached to the post by £14,410 to a fixed annual salary of £170,000 annum.

Process

4. In order to ensure that the right person was appointed to this key role a robust national recruitment process was undertaken and external recruitment consultants, Penna, were engaged through due procurement process to work with the Council to provide support to the recruitment process.
5. Following external advertisement and professional candidate search conducted by Penna, Members on the Senior Staffing Sub Committee long-listed applicants for the post on 31st October 2014.
6. The Sub Committee sat again on 26th November to consider independent technical assessments undertaken on each long-listed candidate and arrive at a shortlist to be taken through to further assessment and interview.
7. As part of the overall assessment process, panels of key public, commercial and voluntary/ community sector stakeholders engaged with the 5 shortlisted candidates on 3rd December.

8. Feedback from these panels, references and psychometric assessments were made available to Members to inform their decision making when shortlisted candidates were formally interviewed by the Senior Staffing Sub-Committee on 4th December 2014.

Outcome:

9. From the original 14 applications received, 8 individuals were long-listed and 5 candidates were subsequently shortlisted. Following the withdrawal of 1 candidate, 4 were taken forward to final interview with the Senior Staffing sub-Committee.
10. The decision of the Senior Staffing Sub – Committee was to make a provisional offer of appointment to the post of Chief Executive of Nottinghamshire County Council to Anthony May, the Council's current Deputy Chief Executive and Corporate Director of Children, Families and Community Services, subject to Full Council approval

Other Options Considered

11. The decision was made by Council in September to recruit to the post of Chief Executive and Head of Paid service at a reduced salary.

Reason/s for Recommendation/s

12. The recommendations set out in this report will fulfil the County Council's constitutional requirement for Full Council to make a formal decision about the appointment to the post of Chief Executive as Head of Paid Service.

Statutory and Policy Implications

13. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Human Resources Implications

Appointment to the most senior posts with the Council, including that of Chief Executive, are made in compliance with the principles set out in Council's agreed Recruitment and Selection policy by Elected Members through the Senior Staffing Committee as a Sub Committee of the Personnel Committee.

Public Sector Equality Duty implications

The Council's policies on pay and terms and conditions apply equally to employees at all levels of seniority across the authority.

RECOMMENDATION/S

It is recommended that Full Council approve the appointment of Anthony May to the post of County Council Chief Executive and Head of Paid Service on the retirement of the current post holder, Mick Burrows.

Councillor Alan Rhodes
Leader of the County Council

For any enquiries about this report please contact:

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Constitutional Comments (GR 9/12/14)

14. Pursuant to the County Council's constitution the Council has the authority to confirm the appointment of the County Council's Chief Executive.

Financial Comments (NS 9/12/14)

15. The salary of the new Chief Executive will be £170,000 per annum.

HR Comments (GE 24/12/14)

16. The recruitment to the post of Chief Executive has taken place in line with the provisions set out in the Council's Constitution and Recruitment and Selection policy and procedures.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act – DCLG 17th February 2012 (published)
- Localism Act 2011 – Chapter 8 “Pay Accountability” – 15th November 2011 (published)

Electoral Division(s) and Member(s) Affected

- All