

REPORT OF THE LEADER OF THE COUNTY COUNCIL**RECRUITMENT OF A NEW CHIEF EXECUTIVE FOR THE COUNCIL****Purpose of the Report**

1. To seek the approval of Council to recruit to the post of Chief Executive, the Council's Head of Paid Service, which will be vacated on the retirement of the current post holder and to approve the salary payable on appointment to the post.

Information and Advice**Background**

2. Section 4 of the Local Government and Housing Act 1989 sets out that it is the duty of every relevant local authority, including County Councils, to designate one of their officers as the Head of their Paid Service; and to provide that officer with the necessary resources to perform the duties required.
3. Under its current Constitution Nottinghamshire County Council has designated the post of Chief Executive as Head of Paid Service and Proper Officer.
4. The Head of Paid Service has specific responsibility for reporting to the Full Council on the way in which the discharge of the Council's different functions is co-ordinated, the number and grade of staff required for the discharge of these functions the appointment, management and organisation of the authority's staff and considering applications from officers for exemption from political restriction.
5. The Proper Officer has responsibility for carrying out the duties set out in Section 270(3) of the Local Government Act 1972 in connection with Committees.
6. The County Council's Chief Executive is currently also the Chief Officer nominated as Returning Officer in charge of the running of Local, European, Parliamentary Elections and National Referenda.
7. Some local authorities have chosen to abolish the post of Chief Executive and allocated these duties to other senior officers, or to share a Chief Executive with other councils and partners. However, the vast majority of County Councils have retained this role within their own Council.
8. The Council's current Chief Executive has been in post since April 2008 and will be retiring from the Council in June 2015 at the age of 60.

9. A decision needs to be made by Council as to whether to fill the post of Chief Executive with an appropriate successor to continue to act as Head of Paid Service.

Proposals

Recruitment:

10. If Council approves the recruitment to the Chief Executive post, the aim would be to make an appointment to the post by the end of 2014 to facilitate the notice period of the current Chief Executive; notice period of the successful candidate and handover to the new Chief Executive.
11. To ensure that there are no delays in the process; discussions have already taken place with external recruitment consultants to work with the Council to provide support to the recruitment process; which can begin immediately as a result. The consultants retained are Penna.
12. It is proposed that subject to the outcome of Council's considerations, the post would be advertised externally with immediate effect with interviews held towards the end of November.

Pay:

13. The current pay attached to the post is a fixed salary of £184,410 per annum, this has remained unchanged since April 2008, the last nationally agreed annual pay rise for Chief Executives of all local authorities.
14. The overall remuneration package includes a basic salary as well as the amount the Council has to contribute to the pension of Local Government Pension Scheme members. Chief Executives who are members of the LGPS contribute 12.5% of their salary to their membership of the scheme, in addition, employers also makes a contribution to the employee's pension.
15. No other benefits are included.
16. The retirement of the current post holder provides Council with an opportunity to review the salary attached to the post.
17. The salary attached to the post has been reviewed; informed by an expert independent analysis of market rates provided by the Hay Group.
18. This provided the benchmarking information necessary to ensure that the salary on offer is sufficient to attract the calibre of candidate necessary to continue to effectively lead the Council through its transformation programme and continue to ensure delivery of key strategic priorities. However, it is also important to take account of the current financial position of the authority. Therefore on balance it is proposed that a fixed annual salary of £170,000 per annum, is attached to the

post of Chief Executive when it is recruited to. This is £14,410 less than the current salary payable to the Chief Executive.

Other Options Considered

19. The Chief Executive post could be disestablished but this is not recommended given the scope and breadth of the role and the challenges facing the authority. The salary payable to the post of Chief executive could remain at its current level or be increased. This is not proposed for the reasons set out in paragraph 18 of the report.

Reasons for Recommendations

20. The recommendations set out in this report will:
21. Enable the Council to make a decision about the nature of its future Officer leadership, including continuing to employ a Chief Executive as Head of Paid Service.
22. Ensure compliance with the requirements of the Localism Act for Full Council to be given an opportunity to vote before a salary package is offered in respect of appointments above a suggested threshold of £100,000.

Statutory and Policy Implications

This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Equality Implications

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

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.

RECOMMENDATIONS

It is recommended that Full Council:

1. Approve the recruitment to the post of Chief Executive on the timescale within the report and that the post remains designated as Head of Paid Service
2. Approve the salary set out in this report
3. Note the recruitment process to be undertaken; including the support of external recruitment consultants.

Councillor Alan Rhodes- Leader of the County Council

For any enquiries about this report please contact:

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Constitutional Comments (GR 9/9/14)

Pursuant to part A of the County Council's constitution Full Council has the authority to approve the recommendations as set out in this report.

Financial Comments (NS 9/9/14)

The cost of the recruitment to the post of Chief Executive will be contained within existing budgetary provisions.

Background Papers

Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act – DCLG 17th February 2012

Localism Act 2011- Chapter 8 "Pay Accountability" – 15th November 2011

Electoral Division(s) and Member(s) Affected

All