

Bath & North East Somerset Council	
MEETING:	Council
MEETING DATE:	9 November 2017
TITLE:	Appointment of Chief Executive and designation as Head of Paid Service
WARD:	ALL
AN OPEN PUBLIC ITEM	
List of attachments to this report: None	

1 THE ISSUE

- 1.1 This report seeks Council's approval of the appointment for a fixed term to 30 May 2020 of the Chief Executive and the designation of the post holder as Head of Paid Service.

2 RECOMMENDATION

Council is asked to agree:

- 2.1 The appointment of Chief Executive be offered to Ashley Ayre on a fixed term basis ending on 31 May 2020 at a spot salary of £153,015 pa within the approved range.
- 2.2 The designation of the postholder as Head of Paid Service under section 4 of the Local Government & Housing Act 1989.

3 FINANCIAL IMPLICATIONS

- 3.1 The recurring costs associated with the post of Chief Executive/Head of Paid Service will be met from within the existing Budget provision for pay and related employer on-costs. There will be no additional costs at the end of the Fixed term as a result of this proposal.

4 CORPORATE PRIORITIES

- 4.1 The Council's senior management structures are targeted to allow the Council the maximum opportunity to deliver on its vision in an environment where the scale of the financial challenge is great and accepting there will be changes in terms of when and how priorities are delivered. This proposal recognises that the Council faces a period of change and needs to have appropriate officer leadership in this period to ensure this change can be delivered and that the Council's services and responsibilities are met.

5 THE REPORT

- 5.1 Following the resignation of Dr Jo Farrar as Chief Executive in 2016, Ashley Ayre was seconded for one year to the role of Chief Executive and Head of Paid Service from his substantive post of Strategic Director – People and Communities.
- 5.2 The Restructuring Implementation Committee met on the 5 October 2017 and agreed a proposal to attempt to fill the post on a fixed term basis until 31 May 2020. The purpose of this timescale is to allow the Council to manage the level of organisational change required in the next two years whilst offering the Council flexibility around its future management structure.
- 5.3 In order to maintain pace and contain costs, the Committee agreed that the applications for the fixed term appointment be sought from amongst the existing Strategic Directors. Following the Committee on the 5 October 2017, invitations were sent out in accordance with this agreement.
- 5.4 The Restructuring Implementation Committee met on the 17th October 2017 to consider applications made and to carry out interviews and assessments. The Committee was assisted by an independent Human Resources professional and the interviews conducted using assessment based on the competencies in the role profile for the post agreed by the Committee.
- 5.5 After careful consideration of all of the assessment information, the Committee's unanimous decision was to recommend the offer of appointment on a fixed term to 31 May 2020 to Ashley Ayre. The Committee considered that he demonstrated the necessary vision, strategic skills and experience to meet the future needs of the Council and challenges ahead. In accordance with the guidance from the HAY Group, it further recommends that the appointment be offered on a spot salary of £153,015 per annum with other conditions of employment being in accordance with those determined for Chief Executives nationally by the Joint Negotiating Committee for Local Authority Chief Executives as supplemented by locally agreed terms and conditions where agreed from time to time.

- 5.6 In accordance with its statutory obligations under section 4 of the Local Government and Housing Act 1989, the Council is required to formally designate a senior officer as Head of Paid service and the committee recommends that this should also be the Chief Executive, Ashley Ayre.

6 RISK MANAGEMENT

- 6.1 A risk assessment related to the issue and recommendations has not been undertaken. Section 4 of the The Local Government and Housing Act 1989 requires all local authorities to appoint a Head of Paid Service.

7 EQUALITIES

- 7.1 An impact assessment has not been carried out. The recruitment and selection of the candidate was conducted in accordance with the Council's recruitment and selection procedures and taking account of its Equalities Policy.

8 CONSULTATION

- 8.1 Recognised trade unions were formally consulted as part of the Council decision making process regarding the process proposed for a fixed term appointment.

9 ISSUES TO CONSIDER IN REACHING THE DECISION

- 9.1 Human Resources; Corporate; Impact on Staff; Other Legal Considerations.

10 ADVICE SOUGHT

- 10.1 The Council's Monitoring Officer (Divisional Director – Legal and Democratic Services) and Section 151 Officer (Strategic Director – Resources) have had the opportunity to input to this report and have cleared it for publication.

Contact person	David Trethewey Divisional Director Strategy and Performance, tel 01225 396353
Background papers	<i>Restructuring Implementation Committee 5 October 2017 – Appointment of Chief Executive and Head of Paid Service</i> <i>Restructuring Implementation Committee 17 October 2017 – Appointment of Chief Executive and Head of Paid Service – Next steps</i>
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