

## Bath & North East Somerset Council

MEETING:	Council
MEETING DATE:	28 March 2012
TITLE:	<b>Appointment of Chief Executive and designation as Head of Paid Service</b>
WARD:	ALL
<b>AN OPEN PUBLIC ITEM</b>	
<b>List of attachments to this report: None</b>	

### 1 THE ISSUE

- 1.1 This report seeks Council's approval of the appointment of a new 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 Jo Farrar on a spot salary of £150,000 pa within the approved range subject to;
- (i) satisfactory completion of necessary checks and in accordance with other advertised terms and conditions;
  - (ii) Councillor Crossley, Leader of the Council, being authorised to negotiate and agree, in consultation with Members of the Restructuring Implementation Committee, a start date.
- 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.

### **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. The Council's role will be changing and as a Strategic Commissioning organisation the role will be to be very clear on the overall needs and opportunities in the area and for commissioning or enabling/encouraging the appropriate outcomes. There will be a need for the Council to continue to prioritise the vulnerable and ensure there is an emphasis on disadvantaged communities.

### **5 THE REPORT**

- 5.1 In September 2011, Council agreed that the post of Chief Executive/Head of Paid Service should be retained within the new senior management structure and that all necessary steps be taken to appoint a successor to John Everitt, following the announcement of his retirement. Under the Council Standing Orders, responsibility for making recommendations in respect of the appointment of the Head of Paid Service rests with the Restructuring Implementation Committee.
- 5.2 For this key appointment, the committee has taken independent advice from the HAY Group in respect of the pay and grading and from Harvey Nash, recruitment consultants with a wide experience in senior public sector appointments, for all recruitment and selection matters.
- 5.3 The post was advertised nationally, in January 2012, attracting a strong field of over 50 applicants. Following technical interviews/reports in February and an assessment centre involving tests, exercises a wide range of local stakeholders panels, 5 candidates were interviewed for the appointment by the Restructuring Implementation Committee on 13 March 2012, advised by a Director from Harvey Nash.
- 5.4 The Committee was very impressed by the overall standard of all the shortlisted candidates. After careful consideration of all of the assessment information as well as the final interviews, its unanimous decision was to recommend the offer of appointment of Jo Farrar currently Chief Executive of Bridgend County Borough Council whom it considered 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 £150,000 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.

5.5 Subject to Council agreeing the Committee’s recommendations in this report and the completion of necessary checks, it is anticipated that Ms Farrar will be able to take up the appointment in early August.

**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 retention of the post of Chief Executive/Head of Paid Service and were represented in the stakeholder panels referred to in paragraph 5.3 above.

**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 (Divisional Director - Finance) have had the opportunity to input to this report and have cleared it for publication.

<b>Contact person</b>	William Harding Head of Human Resources, tel 01225 477203
<b>Background papers</b>	Reports to: Council - 16 November 2010 'The Future Council'; Council – 15 September 2011 'Future Council – statutory responsibilities' Restructuring Implementation Committee - 25 July 2011 'Future Council – implementation proposals' Restructuring Implementation Committee – 19 January 2012 Future Council implementation: Chief Executive remuneration
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