

Bath & North East Somerset Council

MEETING:	Council
MEETING DATE:	21 July 2016
TITLE:	Designation of Chief Executive 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 advises Council of the arrangements for the secondment of Ashley Ayre to the post of Chief Executive and seeks approval for his designation as Head of Paid Service with effect from 1st September 2016. It also appoints the Council Solicitor, Head of Legal and Democratic Services to be the Returning Officer.

2 RECOMMENDATION

Council is asked to:

- 2.1 note the secondment of Ashley Ayre to the post of Chief Executive on a spot salary of £151,500.00 per annum within the approved pay range;
- 2.2 approve the designation of the postholder as Head of Paid Service under section 4 of the Local Government & Housing Act 1989 with effect from 1 September 2016; and
- 2.3 approve the designation of the Head of Legal and Democratic Services and Council Solicitor as Returning Officer with effect from 1st September 2016.

3 FINANCIAL IMPLICATIONS

- 3.1 The recurring costs associated with the post of Chief Executive/Head of Paid Service and Returning Officer are 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 its Corporate Strategy in an environment where the scale of the financial challenge is great, accepting there will be

changes in terms of when and how priorities may be delivered and the Council's role may change over time.

5 THE REPORT

- 5.1 As Council will be aware, the Chief Executive, Dr Jo Farrar OBE, has tendered her resignation with effect from 31 August 2016 in order to take up a senior role in the Civil Service as Director General for Local Government and Public Services in the Department for Communities and Local Government (DCLG).
- 5.2 The Leader, having carefully considered the Council's position and in consultation with the Cabinet and members of the Restructuring Implementation Committee, determined to make an interim arrangement to fulfil the role of Chief Executive from amongst the present senior leadership team. Following a selection process supported by the Chief Executive of South West Councils, Ashley Ayre will be seconded to the post of Chief Executive with effect from 1st September 2016. This has been agreed for a period of up to 12 months, during which time the Council will consider the future senior officer leadership arrangements that it will need in the known and anticipated environment in which it will be working.
- 5.3 In accordance with its statutory obligations under section 4 of the Local Government & Housing Act 1989, the Council is requested to formally designate Ashley Ayre as its Head of Paid Service for the duration of his secondment.
- 5.4 Jo Farrar has, in addition to her role as Chief Executive and Head of Paid Service fulfilled the role of Returning Officer (for local elections) and (Acting) Returning Officer for Parliamentary and European elections in accordance with the relevant legislation. Ashley Ayre has indicated that he would not wish to carry out these statutory roles and, accordingly, it is recommended that Maria Lucas, the Head of Legal and Democratic Services and Council Solicitor, be so designated for the purpose of elections and referenda etc during this period.

6 RISK MANAGEMENT

- 6.1 A risk assessment related to the issue and recommendations has not been undertaken which are determined by statutory requirements.

7 EQUALITIES

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

8 CONSULTATION

- 8.1 Trade Unions have been informed of the proposed arrangements and outcomes.

9 ISSUES TO CONSIDER IN REACHING THE DECISION

- 9.1 There are no other direct implications of this report.

10 ADVICE SOUGHT

10.1 The Head of Paid Service (Chief Executive), the Council's Monitoring Officer (Head of Legal & Democratic Services Services) and Section 151 Officer (Divisional Director – Business Support) have had the opportunity to input to this report and have cleared it for publication.

Contact person	William Harding Head of Human Resources, tel 01225 477203
Background papers	None
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