

Bath & North East Somerset Council

MEETING:	Council
MEETING DATE:	5 September 2019
TITLE:	Appointment of Chief Executive and designation as Head of Paid Service and Returning Officer
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 of a new Chief Executive and the designation of the post holder as Head of Paid Service and Returning Officer and Electoral Registration Officer.

2 RECOMMENDATION

The Restructuring Implementation Committee is recommending that the Council approves:

- 2.1 The appointment of Chief Executive to Mr Will Godfrey on a salary of £147,000 per annum within the approved range with a start date of 7 October 2019.
- 2.2 The designation of the postholder as Head of Paid Service under section 4 of the Local Government & Housing Act 1989 with effect from 7 October 2019.
- 2.3 The designation of the postholder as Returning Officer for all elections and Electoral Registration Officer with effect from 7 October 2019.

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 corporate plan where the scale of the financial challenge is great and accepting there will be changes in terms of when and how priorities are delivered.

5 THE REPORT

- 5.1 In May 2019, it was agreed that the post of Chief Executive/Head of Paid Service should be retained within the senior management structure and that all necessary steps be taken to appoint a successor to Ashley Ayre, 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 been supported and taken independent advice from Penna, 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 June 2019, attracting a strong field of 19 applicants. Technical interviews/reports of a longlist of 8 candidates (2 female and 6 male) were held in early July. 4 candidates (1 female and 3 male) were invited to attend a two-day recruitment process including discussions with Directors, Cabinet and presentations to key partners and a final interview with the Restructuring Implementation Committee on 16 July 2019. Two Liberal Democrat members were in attendance and the Committee was advised by Maggie Hennessy, a senior consultant from Penna; Helen Bailey, Chief Executive from Sutton Borough Council and Cherry Bennett, Head of HR & OD.
- 5.4 The Committee was impressed by the overall standard of the shortlisted candidates. After careful consideration of all assessment information as well as the final interviews, its unanimous decision is to recommend the offer of appointment of Will Godfrey, currently Chief Executive of Newport City Council whom it considered demonstrated the necessary vision, strategic skills and experience to meet the future needs of the Council and challenges ahead.
- 5.5 It further recommends that the appointment be offered on a starting salary of £147,000 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. The appointment is made within the advertised salary range of up to £165,000 per annum and any increase in salary will be awarded upon the successful completion of agreed objectives reviewed by the Leader.
- 5.6 Subject to Council agreeing the Committee's recommendations in this report and the completion of necessary checks, it is anticipated that Mr Godfrey will take up the appointment on 7 October 2019.

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 CLIMATE CHANGE

- 7.1 The Chief Executive will have direct responsibility for ensuring the Council rises to the strategic leadership challenge of responding to the Climate Emergency

declaration and enables Bath and North East Somerset to achieve the goal of carbon neutrality by 2030. This will include ensuring that the Council leads by example in all its activities, making the radical changes needed, as well as taking a lead role in influencing and working with partners across all sectors locally, regionally and nationally and ensuring wide and deep citizen engagement.

8 EQUALITIES

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

9 CONSULTATION

9.1 Recognised trade unions were consulted as part of the Council decision making process regarding the retention of the post of Chief Executive/Head of Paid Service.

10 ISSUES TO CONSIDER IN REACHING THE DECISION

10.1 All issues have been addressed in the body of this report.

11 ADVICE SOUGHT

11.1 The Council's Monitoring Officer (Director of Legal and Democratic Services) and Section 151 Officer (Director of Finance) have had the opportunity to input to this report and have cleared it for publication.

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Background papers	N/A
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