

## APPOINTMENT OF CHIEF EXECUTIVE

Report By: Head Of Legal & Democratic Services

### Wards Affected

County-wide

### Purpose

To consider the appointment of the Chief Executive.

### Financial Implications

There are no financial implications

### Considerations

1. Agreement was reached between the Primary Care Trust (PCT) and the Council to appoint one Chief Executive across both organisations. A Job Description and Person Specification was drafted for the role and agreed by the PCT and the Council including a reflection of both the PCT and Council management competencies
2. A selection process was agreed by the PCT and Council to ensure engagement from stakeholders. This involved:-
  - paper sift of all paper applications and agreement of long list by PCT and Council
  - initial technical assessment of 11 long listed candidates by the retained consultants (Amanda Deeks, current Chief Executive, South Gloucestershire Council) and a technical assessor held on 10th and 14th August
  - from the technical assessment stage a short list of four candidates was agreed to bring forward to final selection to be held over two days in September
  - two day selection event was held on 26th and 27th September 2007 involving five stakeholder groups and a joint selection panel. The groups met on 26th September 2007:

Group 1	12 Elected Members
Group 2	Chief Executive – Herefordshire Council Chief Executive – Herefordshire PCT
Group 3	Representatives of Council's CMB Representatives of PCT Management Team
Group 4	Chief Executive – ESG Herefordshire AD Regional Resilience and Lead for Hereford GOWM Herefordshire Chair – Federation of Small Businesses Secretary - Ross-on-Wye Chamber of Commerce Chair of Staff Representatives (PCT)

Group 5      Chief Executive - Hereford Voluntary Action  
                  GP's representative  
                  Patient's Forum representative  
                  Branch Organiser – Unison  
                  Chief Executive – Health and Social Care Alliance

Stakeholder Groups were each briefed on their role in the processes. Group 2 Stakeholders were involved on 27th September 2007 and were a resource for candidates and did not form part of the feedback process. Group 1 fed back to their individual Group Leaders. Groups 3 – 5 fed back to the Chair of the PCT and the Leader of the Council

The final joint selection panel was held on day 2 and involved candidates giving a discussion briefing presentation and answering panel questions to two panels that then convened to discuss each candidate in relation to the role and suitability for it in terms of best fit. The joint panel comprised:-

Councillor T M James  
Councillor A C R Chappell  
Councillor J P French  
Philip Ashurst  
David Johnson (Head of Human Resources)  
Dr Ian Tait  
Joanna Newton (Chair of Herefordshire PCT)  
Councillor R I Matthews  
Councillor R J Phillips  
Cynthia Bower (Strategic Health Authority)  
Jonathon Clark (Consultant Advisor Veredus)

4. Following the two day final selection event one candidate was agreed to be recommended for appointment by the join panel.
5. All Council Members have been notified of the intention to appoint and asked for any material well founded objections by e-mail or letter on 28th September 2007 to be lodged by 5.00 p.m. on 2nd October 2007.
6. The appointment was recommended to be ratified by all members of the Council at the meeting on 2nd November 2007 in accordance with the Council's Constitution.
7. A conditional offer has been made to candidate Mr Christopher Bull, Deputy Chief Executive at London Borough of Southwark. References have been obtained and present no issues. All other pre-appointment processes are in hand including finalising of the Contract of Appointment.

## RECOMMENDATION

**THAT the appointment of Mr Christopher Bull as Chief Executive and Head of Paid Service be approved.**

## BACKGROUND PAPERS

- None