

<b>MEETING:</b>	<b>COUNCIL</b>
<b>DATE:</b>	<b>23 NOVEMBER 2012</b>
<b>TITLE OF REPORT:</b>	<b>APPOINTMENT OF HEREFORDSHIRE COUNCIL CHIEF EXECUTIVE &amp; HEAD OF PAID SERVICE</b>
<b>REPORT BY:</b>	<b>ASSISTANT DIRECTOR PEOPLE, POLICY &amp; PARTNERSHIP</b>

## **1 Classification**

Open

## **2 Wards Affected**

County-wide

## **3 Purpose**

To approve the appointment of a Chief Executive and Head of Paid Service.

## **4 Recommendation(s)**

**THAT: the appointment of Alistair Neill as Chief Executive and Head of Paid Service for Herefordshire Council be approved.**

## **5 Key Points Summary**

- Council approved the remuneration for the post of Chief Executive at its meeting in July.
- The council's constitution provides that shortlisting and interview of candidates for the post of Chief Executive will be carried out by the Employment Panel

## **6 Alternative Options**

- 6.1 The council is obliged by law to appoint a Head of Paid Service. This is separate and distinct from the non-statutory role of Chief Executive. However, in this authority, the Chief Executive is the designated Head of Paid Service.

## **7 Reasons for Recommendations**

- 7.1 The appointment of Chief Executive and Head of Paid Service requires Council approval.

## **8 Introduction and Background**

- 8.1 Herefordshire Council had, since December 2007, shared a single Chief Executive and senior

management team with NHS Herefordshire under the Herefordshire Public Services partnership working arrangement. In light of the national changes in the NHS architecture and the disestablishment of primary care trusts in March 2013, Council agreed, on 20 July, to the redundancy of the post of HPS Chief Executive. Following that decision and taking account of the Employment Panel's recommendations for succession, on 28 September Council approved the remuneration for the post of Chief Executive and Head of Paid Service.

## **9 Key Considerations**

- 9.1 Following a national recruitment campaign and search which resulted in thirty-one applications, the Employment Panel has undertaken the selection and assessment process framed around selection criteria drawn from the agreed role profile.
- 9.2 The selection process, supported by Veredus, included longlisting, shortlisting, individual candidate profiling, informal interviews, stakeholder panels, presentations, and formal interviews. In addition, representatives of partner organisations and all council members were provided with the opportunity to meet the five shortlisted candidates. The support of key stakeholders in this process has been very much appreciated.
- 9.3 Following the final two day selection process, the Employment Panel recommended the appointment of Alistair Neill, currently Chief Executive at Southampton City Council. In accordance with the requirements of the constitution Cabinet Members have been notified of the proposed appointment and no objections have been received.
- 9.4 A conditional offer has been made to Mr Neill. References have been obtained and present no issues. All other pre-appointment processes are in hand including finalising of the contract of appointment.

## **10 Community Impact**

- 10.1 The Chief Executive has a key role to play in representing the organisation and its aims within the community and to enable effective working relationships with partners to deliver the county-wide community and health and wellbeing strategies.

## **11 Equality and Human Rights**

- 11. The appointment process was undertaken in compliance with council policies and having regard to equalities principles.

## **12 Financial Implications**

- 12.1 The financial implications were explored at the time the remuneration for the post was determined.

## **13 Legal Implications**

- 13.1 The Council has a duty to appoint a Head of Paid Service. Under the Local Authorities (Standing Orders) Regulations 2001, this has to be approved by Council and cannot be delegated. The Head of Paid Service, in addition to the statutory role, will undertake all the functions listed in the council's constitution, including overall responsibility for the delivery and direction of council services, fulfilment of Returning Officer functions and Clerk to the Lord Lieutenancy.

## **14 Risk Management**

- 14.1 The appointment of a permanent Herefordshire Council Chief Executive removes a level of uncertainty both internally and externally to the organisation and ensures that staff, trades unions, partners, businesses and other stakeholders know that there is clear, unequivocal officer leadership of the council's operations. The appointment therefore avoids the potential risks associated with prolonged uncertainty in the officer leadership role.

## **15 Consultees**

- 15.1 Representatives from the Herefordshire Safeguarding Boards, West Mercia NHS Cluster, West Mercia Police, Herefordshire Association of Local Councils, Herefordshire Futures, Herefordshire Federation of Small Businesses and Herefordshire Third Sector Board were involved in the stakeholder panels; their views informed the Employment Panel's deliberations and their contribution has been much appreciated.
- 15.2 Cabinet Members were notified of the proposed appointment and no objections were raised.

## **16 Appendices**

- None

## **17 Background Papers**

- None