

DERBYSHIRE COUNTY COUNCIL

CABINET

4TH JUNE 2013

Report of the Director of HR

RECRUITMENT OF CHIEF EXECUTIVE

1. Purpose of the Report

To seek authority to commence the process of recruitment of a new Chief Executive of the Council and to propose interim management arrangements.

2. Information and Analysis

As Cabinet Members are aware, Nick Hodgson's last day of service as the Council's Chief Executive was the 2nd June 2013. It is, therefore, necessary for the process of recruiting a new Chief Executive to commence. Recruitment will be by way of national advertisement and it is proposed that the appointment should be on the pay and terms of employment set out in the Council's Pay Policy. It is suggested that the process of recruitment should be delegated to the Director of Human Resources.

It will be necessary to establish a politically balanced Appointments Panel (2 Labour Members, 1 Conservative Member) which will be chaired by the Leader of the Council. Since the postholder will fulfil the statutory role of the Head of Paid Service, the appointment will require confirmation by the full Council.

Pending the appointment of a new Chief Executive, it is necessary to make interim corporate management arrangements. Cabinet is invited to approve the appointment of Ian Stephenson, Strategic Director of Environmental Services, as Acting Chief Executive on the same terms and conditions as applied to the previous Chief Executive. Again, given the statutory role of Head of Paid Service, Mr Stephenson's appointment will be subject to confirmation by the full Council at its next meeting on the 24th July 2013. Subject to that confirmation, Mr Stephenson's commencement in post will take effect from 3rd June 2013.

It will also, therefore, be necessary to make suitable arrangements for the management of the Environmental Services Department. Cabinet is asked to approve the appointment of the Deputy Strategic Director of Environmental Services, Mike Ashworth, as Acting Strategic Director to allow Mr Stephenson to fulfil his new role. In accordance with the Council's pay policy, appointments carrying a salary of over £100,000 per annum are subject to the approval of full Council and so this interim appointment will also require the approval of full Council on the 24th July 2013. In keeping with the arrangements relating to Mr Stephenson, Mr Ashworth's new role will take effect from the 3rd June 2013.

3. Legal Considerations

The Local Authorities (Standing Orders) (England) Regulations 2001 require a Panel established to appoint the head of a local authority's paid service to include at least one member of the executive and the appointment must be approved by the full Council. The proposals described in the report relating to the recruitment of a new Chief Executive meet these requirements.

4. HR Considerations

As described in the report.

5. Financial Considerations

The costs of the role of Chief Executive, including any recruitment costs, can be met from within the Chief Executive's/Corporate Resources Department's budget.

6. Other Considerations

In preparing this report the relevance of the following factors has been considered; financial, legal, prevention of crime and disorder, equality of opportunity; and environmental, health, human resources, property and transport considerations.

7. Officer's Recommendations

- 7.1 That the Director of HR be authorised to commence the process of recruiting a Chief Executive.

- 7.2 That an Appointment Panel, chaired by the Leader of the Council, be established for the purpose of appointing a Chief Executive, such appointment to be subject to the approval of the Council.
- 7.3 That Ian Stephenson, Strategic Director of Environmental Services be appointed as Acting Chief Executive with effect from 3rd June 2013, subject to the approval of the Council.
- 7.4 That Mike Ashworth, Deputy Strategic Director of Environmental Services, be appointed as Acting Strategic Director of Environmental Services with effect from 3rd June 2013, subject to the approval of the Council.

**TONI COMPAI
DIRECTOR OF HR**