

<b>Report to:</b>	Council	<b>Date of Meeting:</b>	20 April 2023
<b>Subject:</b>	Appointment of Chief Executive		
<b>Report of:</b>	Chief Personnel Officer	<b>Wards Affected:</b>	(All Wards);
<b>Portfolio:</b>	Leader of the Council		
<b>Is this a Key Decision:</b>	No	<b>Included in Forward Plan:</b>	No
<b>Exempt / Confidential Report:</b>	No		

**Summary:**

To advise on the recruitment procedure and to seek formal approval for the appointment of a new Chief Executive, subject to the consideration of any material or well-founded objection by any Member of the Cabinet.

**Recommendation(s):**

It is recommended that Members:

- (1) Confirm the appointment of the new Chief Executive and Head of Paid Service on terms and conditions as recommended by the Employment Procedure Committee following the interviews held on 19 April 2023. Confirmation will be subject to the consideration of any material or well-founded objection by any Member of the Cabinet, and the appropriate standard pre-employment checks.
- (2) Note that the approved salary for the post is £155,279 to £170,615 per annum and is subject to Market Supplement in accordance with the existing Pay Policy.

**Reasons for the Recommendation(s):**

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

**Alternative Options Considered and Rejected:** (including any Risk Implications)

Not recruiting is not an option as it would pose a risk in terms of leadership and statutory obligation. There is a statutory requirement for the Council to appoint a Head of Paid Service. The Chief Executive post would fulfil these responsibilities.

**What will it cost and how will it be financed?**

**(A) Revenue Costs**

In terms of salary, the approved salary for the post is £155,279 to £170,615 subject to Market Supplement under the existing Pay Policy.

**(B) Capital Costs**

None

**Implications of the Proposals:**

<b>Resource Implications (Financial, IT, Staffing and Assets):</b> The post is budgeted for within the existing staffing budgets.								
<b>Legal Implications:</b> Officers graded Hay 5 and above are to be appointed by the Employment Procedure Committee								
<b>Equality Implications:</b> There are no equality implications.								
<b>Impact on Children and Young People:</b> No								
<b>Climate Emergency Implications:</b>  The recommendations within this report will <table border="1"><tr><td>Have a positive impact</td><td>N</td></tr><tr><td>Have a neutral impact</td><td>Y</td></tr><tr><td>Have a negative impact</td><td>N</td></tr><tr><td>The Author has undertaken the Climate Emergency training for report authors</td><td>Y</td></tr></table> This committee report is information to members. It does not contain any climate change implications, negative or positive.	Have a positive impact	N	Have a neutral impact	Y	Have a negative impact	N	The Author has undertaken the Climate Emergency training for report authors	Y
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**Contribution to the Council's Core Purpose:**

Protect the most vulnerable: The provision of Key Leadership is important in the achievement of protecting the most vulnerable.
Facilitate confident and resilient communities: The Chief Executive will be at the heart of work within our communities.
Commission, broker and provide core services: Co-ordinating and leading is important in achievement of this core purpose.
Place – leadership and influencer: Leadership and influence are core attributes of the Chief Executive role. Providing Strategic Leadership across the Council and the Borough with specific responsibility for ensuring that priority outcomes are delivered in accordance with the Sefton Vision 2030, the Council's Core Purpose, and Corporate Plan.
Drivers of change and reform: It is necessary to continue the change process through leadership and strategic

transformation.
Facilitate sustainable economic prosperity: Regeneration and harnessing economic growth require the Chief Executive to provide strategic leadership within the Region.
Greater income for social investment: Facilitating and driving Council income is a key part of this role.
Cleaner Greener Delivering key services and developing strategy is important to create a better environment within the Borough

**What consultations have taken place on the proposals and when?**

**(A) Internal Consultations**

The Executive Director of Corporate Resources and Customer Services (FD.7200/23.) and the Chief Legal and Democratic Officer (LD.5400/23.) have been consulted and any comments have been incorporated into the report.

**(B) External Consultations**

Not applicable.

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**Appendices:**

There are no appendices to this report.

**Background Papers:**

There are no background papers available for inspection.

## **1. Introduction/Background**

- 1.1 The Employment Procedure Committee (EPC) met (prior to consideration of this report by Full Council) to conduct the selection process for the recruitment of a new Chief Executive.
- 1.2 **1<sup>st</sup> February 2023 EPC** - the Committee met to consider and approved the wording of the job description, person specification, recruitment timetable, job advertisement, and terms of offer and salary. The option of using a recruitment agency to assist in the executive search to support the recruitment process was approved.
- 1.3 Technical interviews were held by the Chief Executive and a former Chief Executive from another Authority.
- 1.4 It was agreed, in consultation with the Chair of the EPC, who had demonstrated the relevant knowledge, skills and experience for progression to the recommended shortlist.
- 1.5 **30 March 2023 EPC** - the Committee met to consider and approve the shortlisted candidates.
- 1.6 18<sup>th</sup> April 2023 – Shortlisted candidates participate in a one-to-one interview with the Leader, stakeholders, Cabinet Members, One Council and Making a Difference (MAD) representatives, and a Round Table group exercise observed by EPC Members.
- 1.7 **19 April 2023 EPC** - Formal interview process.
- 1.8 Following the conclusion of the final interviews, it will then be for the Employment Procedures Committee to recommend a candidate for appointment as Chief Officer to go before Full Council on 20<sup>th</sup> April 2023.

## **2. 20 April 2023 Full Council**

- 2.1. The Leader, as Chair of the Employment Procedure Committee will provide a briefing on whether a recommendation is being made and approval being sought by Full Council for the appointment of a successful candidate with a salary range of £155,279 to £170,615 per annum, subject to the provisions within the Pay Policy.
- 2.2 Following the recommendation, the Council have an opportunity to vote on such salary being over £100,000. The Council is requested to confirm the formal appointment of the recommended candidate as the Council's new Chief Executive and Head of Paid Service, subject to consideration of any material or well-founded objection by any Member of the Cabinet, and the standard pre-employment checks.