

NON-EXEMPT

**EAST HAMPSHIRE DISTRICT COUNCIL/HAVANT BOROUGH
COUNCIL**

JOINT HUMAN RESOURCES COMMITTEE

6th December 2018

**Appointment of Panel to recruit an Interim Chief Executive/ Service
Directors**

Report by Monitoring Officer

FOR DECISION

Key Decision: N/A

1.0 Purpose of Report

1.1 The Chief Executive has been appointed as the new Chief Executive for Southampton City Council. The Executive Director (Operations and Place Shaping) has been appointed as the new Chief Executive for West Somerset and Taunton Council. Joint Human Resources Committee is recommended to appoint a panel to recruit an interim Chief Executive and interim Service Director(s).

2.0 Recommendation

2.1 It is recommended that appointment panels be established in order to:

- (i) Interview the candidates and recommend to full Council the appointment of the preferred candidate to fill the post of Interim Chief Executive. The appointment panel is to consist of Cllrs Millard, Butler, Wilson and Pike, along with Martin Horton, HR adviser (non-voting).
- (ii) Interview the candidates and appoint to the interim Service Director (Neighbourhoods and Operations) and interim Service Director (Regeneration and Place) posts. The appointment panel is to consist of Cllrs Millard and Wilson along with the preferred candidate for the interim Chief Executive post (following the recommendation to appoint in (i) above). Martin Horton, HR adviser will also be a non-voting member of the panel.

3.0 Subject of Report

- 3.1 Section 4 of the Local Government and Housing Act 1989 requires that both Councils designate one of their Officers as their Head of Paid Service. Sandy Hopkins, in her role as Chief Executive, fulfils this role for both Councils.
- 3.2 Sandy Hopkins has been appointed as Chief Executive of Southampton City Council, so both Councils will require a new Head of Paid Service.
- 3.3 It is desired by both Councils that an Interim Chief Executive is recruited to fill this forthcoming vacancy, for a period of 6 months. The Councils' Standing Orders requires the Councils or its Joint Human Resources Committee to make arrangements in connection with the appointment and to establish a Committee to act as the appointment panel. The full Council will approve the appointment following the recommendation of such an appointment by the appointment panel.
- 3.4 It is proposed that the appointment panel will consist of the Leader and Deputy Leaders of both Councils, along with Martin Horton. As a non-Councillor, Martin Horton is not able to vote on the appointment.
- 3.5 It is desired by both Councils that interim Service Director (Neighbourhoods and Operations) and interim Service Director (Regeneration and Place) posts are filled, are also appointed for a period of 6 months. It is proposed that an appointment panel is set up to recruit to these posts and that the panel is to consist of the Leaders of both Councils along with the preferred candidate for the interim Chief Executive post, along with Martin Horton. As a non-Councillor, Martin Horton is not able to vote on the appointment. The appointment panel will appoint to these posts – there is no requirement for any appointment to be made by full Council

4.0 Implications

4.1 **Resources:** The interim posts will be met within existing budgets

4.2 **Legal:** There is a legal requirement for both Councils to appoint a Head of Paid Service

4.3 Consultation

Discussed with Leaders and Deputy Leaders

Agreed and signed off by:

Chief Finance Officer: 04/12/18

Head of Organisational Development: 04/12/18

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