

Full Council

10th April 2018



Report of:	Selection Committee
Title:	Appointment of Head of Paid Service
Ward:	Not applicable
Councillor Presenting Report:	Councillor Craig Cheney (Chair of Selection Committee)
Contact Telephone Number:	(0117) 92 22000

Recommendation

That Mike Jackson be appointed to the roles of Executive Director: Resources and Head of Paid Service with effect from no later than 10th July 2018.

Summary

The report seeks the agreement of the full Council to appoint the candidate nominated by the Selection Committee.

The significant issues in the report are:

- The Council's Constitution requires that the full Council approves the appointment of the Head of Paid Service before an offer is made to the nominated candidate.
- The pay for the role is set by the full Council as part of the Pay Policy Statement.
- The terms and conditions for the role are set by the Human Resources Committee.



Policy

1. The Selection Committee is responsible for recommending the appointment of the Head of Paid Service to the full Council.
2. The pay of all Executive Directors and Directors is set by the full Council through the Pay Policy Statement.
3. The terms and conditions of Executive Directors and Directors are set by the Human Resources Committee.

Consultation

4. **Internal**
The “Executive Objections Procedure” (Annex 1 to the Officer Employment Rules within the Council’s Constitution) has been followed.
5. **External**
Not applicable.

Context

6. The Selection Committee met and interviewed shortlisted candidates on 20th March 2018. A rigorous selection process was followed.
7. The HR Committee also met on 20th March 2018 and approved the starting salary of £165,000.

Proposal

8. That Mike Jackson be appointed to the roles of Executive Director: Resources and Head of Paid Service with effect from no later than 10th July 2018.

Other Options Considered

9. None.

Risk Assessment

10. None.

Public Sector Equality Duties

- 11a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 11b) An equality impact assessment has not been undertaken in relation to this proposal because it concerns an individual.

Legal and Resource Implications

Legal

“In accordance with Part II of the Local Authorities (Standing Orders)(England) Regulations 2001, the Council’s Constitution requires that the appointment of the Head of Paid Service must be agreed by Full Council before an offer of appointment is made.”

Advice provided by Husinara Jones (Lawyer), 27th March 2018

Financial

(a) Revenue

“Remuneration has been approved through the HR committee so no further financial comment.”

(b) Capital

“None.”

Advice provided by Kevin Lock (Finance Manager), 27th March 2018

Land

Not applicable.

Personnel

“The Head of Paid Service vacancy attracted a wide and strong field of candidates. Members received recruitment and selection training and were involved throughout the selection process. Advice and quality assurance was received from the Local Government Association. The seven-member Selection Committee decided unanimously to recommend the selected candidate for appointment as the Council’s Head of Paid Service on the terms and conditions agreed by the Human Resources Committee.”

Advice provided by John Walsh (Interim Director: HR, ICT & Change), 26th March 2018

Appendices:

None.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.