

Full Council

21st May 2020



Report of: Selection Committee

Title: Appointment of Chief Executive and Head of Paid Service

Ward: n/a

Recommendation

That Mike Jackson be appointed Chief Executive and Head of Paid Service with effect from 22nd May 2020 on a permanent contract.

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 the Chief Executive and all Chief Officers is set by the Full Council through the Pay Policy Statement.
3. The terms and conditions of the Chief Executive and all Chief Officers 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 the candidate on Thursday 7th May 2020. A competency based interview took place. In attendance was a representative of the Local Government Association.

Proposal

7. That Mike Jackson be appointed Chief Executive and Head of Paid Service with effect from 22nd May 2020.

Other Options Considered

8. None.

Risk Assessment

9. The Council is required to have a Head of Paid Service

Public Sector Equality Duties

- 8a) 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.
- 8b) An equality impact assessment has not been undertaken in relation to this proposal because it concerns an individual.

Legal and Resource Implications

Legal

Contained in report

Legal advice provided by Tim O’Gara, Director: Legal and Democratic Services

Financial

(a) Revenue

Budget is available to meet all revenue costs associated with this post

(b) Capital

No direct capital implications

Finance advice provided by Denise Murray, Director: Finance

Land

Not applicable.

Personnel

Contained in report

Personnel advice provided by John Walsh, Director: Workforce and Change

Appendices:

None.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.