

At a meeting of the Chief Officer's Employment Panel held in Zoom Virtual Meeting on Monday 13 July 2020 at 11.00 am

Members

Councillor Marion Fitzgerald (Chair)
Councillor Nicky Cockburn
Councillor George Kemp

Councillor Mike Johnson
Councillor Alan Smith

Staff Present

K Higgins, J Irving, L Jardine, C Nicholson and L Tomlinson

38. Permanent Appointment of Chief Executive and Head of Paid Service

The Panel heard an updated position with regards to the Interim Chief Executive and Head of Paid Service Mr Andrew Seekings from Councillor M Johnson.

Following a performance appraisal meeting on 23 June 2020 with the Deputy Leader of the Council Councillor M Johnson, it was confirmed that all initial objectives set for Mr Seekings within the performance appraisal had been achieved. It was highlighted that those objectives had been met whilst also managing the Council through the current Covid-19 pandemic.

Councillor M Johnson moved the recommendation for the Chief Officers Employment Panel to recommend that Council approved the permanent employment of Mr Andrew Seekings as Chief Executive and Head of Paid Service of Allerdale Borough Council.

This was seconded by Councillor A Smith.

Councillor N Cockburn queried why the appointment was being set at the top of the pay scale and why the period of time was being shortened to that that was agreed by Council on 11 December 2019. She said consistency was measured over time, that the pandemic wasn't over and she felt the decision should stand that was made by Council.

Councillor G Kemp stated he worried about the public perception of the salary being set at the top of the pay scale, in particular during the current financially strained times. He said it would send out the wrong message to the general public.

Councillor A Smith commented that Mr Seekings had been at the Council for the past 6 years carrying out excellent work, he had been acting up as Interim Chief Executive for the past seven months. Councillor A Smith had no problem with the post being at the top of the pay scale and said Mr Seekings had proved his position.

Councillor M Johnson said Mr Seekings had demonstrated he had exceptional leadership skills through what he had dealt with and achieving the objectives well within the 12 months timeframe he was set. Councillor Johnson said there was no reason why the council wouldn't accelerate his permanent appointment.

A vote was taken on the recommendations as per the report; 3 in favour, 2 against and 0 abstentions.

The motion was carried.

Recommended

That Council be requested to agree that –

- a) Andrew Seekings be appointed as Chief Executive and Head of Paid Service with effect from 23rd July 2020
- b) Amendments to the Pay Policy Statement (attached as Appendix 1) be approved
- c) Authority be delegated to the Human Resources Manager to take any further action necessary to give effect to the contents of the report.

The Chairman will move:-

“That under Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they may involve the likely disclosure of exempt information as defined in paragraphs 1 and 5 of part 1 of Schedule 12A of the Act.”

39. Minutes

The minutes of the meeting held on 30 October 2019 were agreed as a correct record.

The meeting closed at 11.22 am