

Allerdale Borough Council

Chief Officer's Employment Panel – 13 July 2020

Report Title: Permanent Appointment of Chief Executive and Head of Paid Service

The Reason for the Decision	A decision was made at the council meeting on 11 December 2020 to appoint Andrew Seekings as interim Chief Executive and Head of Paid Service for the period from 12 December 2019 to 31 st December 2020.
Summary of options considered	This appointment was made on the basis of set objectives being achieved in order to confirm if Andrew Seekings was a capable individual to act within this post.
Recommendations	<p>Following the performance appraisal meeting which took place on 23rd June 2020 with Deputy Leader, Councillor Mike Johnson, I can confirm that all objectives as set within the performance appraisal have now been achieved. In addition, Andrew Seekings has shown exceptional leadership capabilities in the response to the COVID-19 pandemic.</p> <p>A recommendation is now being made to the Chief Officers Employment Panel to enable the permanent employment offer of Chief Executive and Head of Paid Service to Andrew Seekings.</p>
Financial / Resource Implications	The salary for this post would be increased to the top of the salary scale as set in the latest Pay Policy statement of 2019/2020 to £106,131.20.

Legal / Governance Implications	The legal implications are detailed in the Pay Policy statement.
Community Safety Implications	There are no Community Safety implications
Health and Safety and Risk Management Implications	There are no Health and Safety implications
Equality Duty considered / Impact Assessment completed	The Equality Duty has been considered. An Equalities Impact Assessment is not needed as there is no change to existing policy.
Wards Affected	ALL
The contribution this decision would make to the Council's priorities	Delivery
Is this a Key Decision	No
Portfolio Holder	Councillor John Cook Head of Governance and Regulatory Services
Lead Officer	Kelly Eccles Email: Kelly.eccles@allderale.gov.uk 01900 702726

Report Implications

Community Safety	N	Financial	Y
Legal	Y	Partnership	N
Social Inclusion	N	Asset Management	N
Equality Duty	Y	Health and Safety	N
Employment (internal)	Y	Employment (external to the Council)	N

Background Papers: None, other than those referred to in this report

1.0 Introduction

- 1.1 The previous Chief Executive and Head of Paid Service, Ian Frost left his post on 11th November 2019 by mutual agreement. The Chief Officer Employment Panel met on 30 October 2019 and recommended that the current Director (and Acting Chief Executive), Andrew Seekings be appointed as interim Chief Executive and Head of Paid Service effective from 12th December 2019 to 10th November 2020.
- 1.2 The Chief Officer Employment Panel deals with employment and related matters in respect of Chief Officers and the Chief Executive.
- 1.3 The Chief Officer Employment Panel agreed that the role of Chief Executive is critical to the business of the authority and achieving resolution to the challenges faced along with the many transformation projects being undertaken and that the appointment was necessary to fulfil the statutory duties of the Head of Paid Service and to ensure that the Council has continuity of management direction and leadership at the highest level enabling the Council to achieve the priorities set out in the Council Plan.
- 1.4 Following the meeting, the Panel agreed to propose that the appointment be effective from 12th December 2019 to 31st December 2020.
- 1.5 The interim appointment was made on the proviso of set objectives being met in order to confirm capability.
- 1.6 Following an appraisal on 23rd June 2020, these objectives were met.

2.0 Legal Implications

- 2.1 Under section 4 of the Local Government and Housing Act 1989 the authority is required to appoint one of its officers to be the Head of Paid Service. Council approval must be obtained before an offer of employment is made to appoint the Head of Paid Service.
- 2.2 The Council must approve the Pay Policy Statement Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as the authority thinks fit”. The attached Pay Policy Statement has been amended to reflect the changes detailed above and sets out the Council’s approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011.

2.3 By law, an appointment of Chief Executive and chief officers or deputy chief Officers can only be made where there is no 'well-founded objection' from a member of the Executive. No objections have been raised by Executive Members.

3.0 Financial Implications

3.1 The Chief Executive and Head of Paid Service salary will be as per the amended Pay Policy Statement, the costs of which would be met from within the approved staffing budget.

3.2 The Director post will remain vacant for the interim period. Arrangements will be put in place for interim deputising arrangements for the Chief Executive and Head of Paid Service, which will be contained within this budget.

4.0 Recommendations

The Council is recommended to:

- a) appoint the Director, Andrew Seekings as Chief Executive and Head of Paid Service with effect from 23rd June 2020
- b) approve the amendments to the Pay Policy Statement (attached as Appendix 1)
- c) delegate authority to the Head of Human Resources to take any further action necessary to give effect to the contents of this report.

Officer Name: Kelly Eccles
Job Title: Head of Human Resources