



Committee report

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| Committee | FULL COUNCIL |
| Date | 25 NOVEMBER 2015 |
| Title | APPOINTMENT OF CHIEF EXECUTIVE |
| Report of: | CHAIR OF THE EMPLOYMENT SUB-COMMITTEE |

EXECUTIVE SUMMARY

1. This report provides a summary of the outcomes of the recruitment campaign undertaken for the appointment of chief executive who will also be the head of paid service for the Isle of Wight Council and to receive a recommendation from the Employment Sub-committee following its meeting on 19 November to appoint the successful candidate.

BACKGROUND

2. Full Council on 2 September 2015 passed a resolution to initiate a recruitment campaign to secure a new chief executive for the Isle of Wight Council. It was also agreed at that meeting that the title of managing director should be renamed that of chief executive and that the minimum terms of engagement would be in the region of £125,000. In accordance with the council's constitution, an Employment Sub-committee was established consisting of the leader, deputy leader together with the other members of the Employment Committee.
3. Following a competitive tendering exercise in accordance with the council's procurement procedures, Gatenby Sanderson Ltd was appointed as the council's recruitment partner to assist in the delivery of a successful appointment. The recruitment campaign has consisted of widespread media advertising and executive search. The publicity campaign generated a total of 26 applications from which a longlist of eight was established.
4. The Employment Sub-committee at its meeting of 26 October 2015 considered the outcomes of the initial interviews and testing undertaken by Gatenby Sanderson and determined a shortlist of three candidates to go through to final assessment activities and panel interview.
5. Final assessment through stakeholder panels involving local partners including health, police, voluntary sector, Chamber of Commerce, trade unions, members of the Council's Executive, leaders of the political groups and members of the council's Corporate Management Team are due to take

place on 18 November 2015, followed by formal interviews on 19 November 2015. The Employment Sub-committee will make a recommendation to full council upon the conclusion of these events (and this will be circulated to all members as soon as possible).

FINANCIAL / BUDGET IMPLICATIONS

6. The salary of chief executive was advertised at a minimum salary of £125,000 (with on-costs this equates to £168,717) which will incur an additional recurring full year cost to the council of £52,863 (from an available budget of £115,854). Approving a higher base salary will increase the impact further and Full Council acknowledged that resultant savings to address the shortfall need to be secured or accept that the additional costs incurred by this decision will add to the existing budget gap.
7. The final agreed salary and on costs will be provided to Full Council as part of the recommendation from the Employment Sub-committee in advance of the Full Council meeting.
8. The cost of appointing a recruitment consultant to support the process, and the use of an external venue to host the panel presentations has cost approximately £19,000.

LEGAL IMPLICATIONS

9. Part 1, section 4 of the Local Government and Housing Act 1989 sets out the duty of the council to designate an officer as the head of paid service and the council has designated this statutory function to the chief executive. Under legislation and the council's constitution this appointment can only be made by Full Council.

EQUALITY AND DIVERSITY

10. The council as a public body is required to meet its statutory obligations under the Equality Act 2010 to have due regard to eliminate unlawful discrimination, promote equal opportunities between people from different groups and to foster good relations between people who share a protected characteristic and people who do not share it. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The options presented within this report are considered to be compliant with the statutory duty.

OPTIONS

11. There are two options to be considered by Full Council.
12. Option 1: based upon the recommendation of the Employment Sub-committee that Full Council approves the appointment of the preferred candidate as chief executive and pays the advised salary.

13. Option 2: that Full Council elects not to support the recommendation of the Employment Sub-committee and does not proceed to appoint the preferred candidate as chief executive and refer back for a new recruitment campaign to be undertaken and agree any necessary interim arrangements.

RISK MANAGEMENT

14. The recommendation to appoint the preferred candidate as chief executive will allow the council to address the immediate issue of the vacancy that will be left by the departing managing director upon his departure as from 31 December 2015.
15. Failing to make an appointment will significantly undermine the council's efforts to sustain the work undertaken to date to deliver a balanced budget whilst maintaining essential services to the Island community. This risk can only be effectively managed by making the appointment as recommended in this report.
16. If no appointment is made then Full Council will need to agree what interim arrangements will need to be in place following the departure of the current managing director as from 31 December 2015.

EVALUATION

17. The Employment Sub-committee has considered a range of candidates who submitted applications for the post of chief executive and will be undertaking in-depth assessment of the final candidates selected for shortlist on 19 November 2015. As a result of these deliberations, members of the sub-committee will announce a recommendation to Full Council in due course.

RECOMMENDATION

18. That the recommendation of the Employment Sub-committee (to follow) be approved.

LINKS TO EARLIER REPORTS

Employment Committee 17 August 2015 – Paper B: Appointment of Managing Director

<https://www.iwight.com/Meetings/committees/Employment%20Committee/17-8-15/Paper%20B.pdf>

Full Council 1 April 2015 – Paper C: Senior Management Structure and Appointment to Statutory Posts

<https://www.iwight.com/Meetings/committees/mod-council/1-4-15/Paper%20C.pdf>

Full Council 1 April 2015 – Minutes of the Meeting

<https://www.iwight.com/Meetings/committees/mod-council/1-4-15/minutes.pdf>

Employment Committee 23 February 2015 - Paper G: Appointment of Head of Paid Service

<https://www.iwight.com/Meetings/committees/Employment%20Committee/23-2-15/Paper%20G.pdf>

Employment Committee 23 February 2015 – Minutes of the Meeting

<https://www.iwight.com/Meetings/committees/Employment%20Committee/23-2-15/minutes.pdf>

Full Council 2 September 2015 – Paper D: Appointment of Managing Director

<https://www.iwight.com/Meetings/committees/mod-council/2-9-15/Paper%20D.pdf>

Full Council 2 September 2015 – Minutes of the Meeting

<https://www.iwight.com/Meetings/committees/mod-council/2-9-15/minutes.pdf>

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