



Purpose: For Decision

Full Council Report

Date **16 NOVEMBER 2022**

Title **APPOINTMENT OF CHIEF EXECUTIVE**

Report of **THE LEADER OF THE COUNCIL, CLLR LORA PEACEY-WILCOX**

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 Appointment and Employment Committee following its meeting on 3 November to appoint the successful candidate.
2. The outcome of the recommendation will be to appoint a chief executive for the Isle of Wight Council.

RECOMMENDATION

That the recommendation of the Appointment and Employment committee be approved.

BACKGROUND

3. The position of Head of Paid Service is a governance statutory chief officer, and the functional requirements of the role are set out in Section 4 of the Local Government and Housing Act 1989 (shown in Appendix 1 as a summary). It is the duty of every local authority to designate one of their officers as their head of paid service. It is usual given the nature of the statutory duties set out in the legislation for this designation to be given to the chief executive. The current constitution also makes for this provision.
4. In accordance with the council's constitution, The Appointment and Employment Committee was established consisting of the leader, deputy leader together with the other members of the Employment Committee. 10 August 2022 - [Agenda for Appointments and Employment Committee on Wednesday, 10th August, 2022, 4.00 pm - Modern Council \(moderngov.co.uk\)](#). This committee authorised proceeding to start the recruitment process for the appointment of a permanent Chief Executive and Head of Paid Service, in accordance with the job description and person specification appended to its report.

5. The successful recruitment campaign consisted of widespread media advertising. The publicity campaign generated a total of 21 applications.
6. Final assessment through stakeholder panels involving local partners including health, voluntary sector, members of the Council's Executive, leaders of the political groups and members of the council's Corporate Management Team took place on 2 November followed by formal interviews on 3 November 2022.
7. Confidential Appendix 1 provides the details of the recommended candidate for the appointment to the role of Chief Executive.

CORPORATE PRIORITIES AND STRATEGIC CONTEXT

8. The position of chief executive and head of paid service is the central role in affording the council with the strategic leadership co-ordination, vision, motivation and direction of staffing resources that underpin the successful delivery of the council's corporate plan and its key priorities. The council has a legal duty to designate an officer as their head of paid service and it is usual for this to be the chief executive. Making a permanent appointment to the role affords confidence that there are adequate arrangements in place to meet the council's corporate governance obligations which sit alongside the safe, lawful and effective delivery of the council's corporate plan.
9. The Corporate Plan 2021-2025 details our Council's main area of focus being the provision of affordable housing, responding to climate change and enhancing the biosphere and economic recovery of the Island economy. As such the interview questions and presentation were focused on these key deliverables and the successful candidate demonstrated a clear understanding of these requirements and the role that they would play in the delivery of these for the Island and its residents.

CONSULTATION

10. Input from internal and external stakeholders including Unison has been taken into consideration before a recommendation was made. No formal consultation is required for this decision.

FINANCIAL / BUDGET IMPLICATIONS

11. The role has been established at a spot salary which currently stands at £138,038 (excluding on costs of employers' national insurance and employer pension contribution) per annum which was determined through market testing. The nationally negotiated pay inflation awards determined by the National Joint Council for Local Government Services is applied in the same way as all other council staff. There is budgetary provision for this role within the council's base budget.

LEGAL IMPLICATIONS

12. 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.

13. Legislation requires Full Council to approve the appointment before the offer letter goes out to the recommended candidate.
14. Full Council is recommended to approve the appointment of candidate X to the position of Chief Executive which is designated as the Head of Paid Service and that, should such approval be granted, that an offer of appointment (with a start date to be agreed by the Director of Corporate Services) be duly made by the Director of Corporate Services on behalf of the Committee to that person (subject to prior compliance with the statutory notification requirements and there being no objections from any member of the Cabinet within the deadline set.)

EQUALITY AND DIVERSITY

15. 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.
16. Under the Equality Act 2010 we are required to have due regard to our equality duties when making decisions, reviewing services, undertaking projects, developing and reviewing policies. This must be done at the formative stage of your proposal, not retrospectively as justification for the recommendation.
17. The recruitment process was overseen by the Council's lead officer for equality and diversity to ensure compliance with the Equality Act 2010.

OPTIONS

18. Option 1: based upon the recommendation of the Appointment and Employment committee that Full Council approves the appointment of the preferred candidate as chief executive and pays the advised salary.
19. Option 2: that Full Council elects not to support the recommendation of the Appointment and Employment 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

20. The recommendation to appoint the preferred candidate as chief executive will allow the council to address the vacancy is currently being covered by the interim Chief executive.
21. 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.

22. If no appointment is made, then Full Council will need to agree what further interim arrangements will need to be in place.

EVALUATION

23. The Appointment and Employment committee has considered a range of candidates who submitted applications for the post of chief executive. As a result of these deliberations, members of the Appointment and Employment Committee recommend to Full Council that candidate X is appointed as Chief Executive.

APPENDICIES

Appendix A- confidential details of the recommended candidate.

Contact Point: Judy Mason, Strategic Manager for Human Resources ☎ 821000
e-mail judy.mason@iow.gov.uk

Director of Corporate Services
Sharon Betts

THE LEADER OF THE COUNCIL(CLLR)
Lora Peacey-Wilcox