

BROMSGROVE DISTRICT COUNCIL

27TH FEBRUARY 2007

APPOINTMENT OF CHIEF EXECUTIVE

Responsible Portfolio Holder	Councillor Roger Hollingworth Leader of the Council
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1. SUMMARY

- 1.1 This report seeks the Council's views on the timing and approach to the appointment of a permanent Chief Executive/Head of Paid Service of the Council.

2. RECOMMENDATION

- 2.1 The Council is asked to support the proposal that rather than applying its formal recruitment and selection process that:
- a) The Appointments Committee be requested to interview Mr K. Dicks for the permanent position as the Council's Chief Executive and Head of Paid Service, and
 - b) The Committee report back its recommendation to the Council in March 2007.

3. BACKGROUND

- 3.1 The Council currently has Mr Kevin Dicks acting as its Chief Executive following the resignation of Ms Sue Nixon. Mr Dicks has held this position since 1st May 2006.
- 3.2 It is now an opportune time to make arrangements to appoint a permanent Chief Executive. This is because of the CPA process underway; the good progress made in dealing with the most pressing issues that existed at the time of Mr Dicks' acting appointment and the benefits that will accrue to the organisation from a permanent appointment.
- 3.3 The outcome of the CPA process will not be known until May/June 2007 but the Council will need to prepare an updated Improvement Plan to respond to the issues raised. Clear officer leadership will be needed to take the Council forward, with some change in focus likely, which will be best achieved with appointment of a permanent Chief Executive.

4. OPTIONS

- 4.1** There are basically two main options open to the Council, namely:
- a). Undertake a national recruitment exercise with or without the use of recruitment consultants, or
 - b). Recognise the strengths, qualities and achievements of Mr Dicks and adopt a significantly curtailed process.
- 4.2** By undertaking a national recruitment campaign the Council would be able to demonstrate that it had considered the suitability of the widest pool of best candidates that apply. It would make the recruitment process open and thus transparent and comply with the Council's Equal Opportunities policy and practice and its recruitment and selection policy. It would be the normal way to proceed and be consistent with the Council's usual practice. It could cost in excess of £40,000 if recruitment consultants were engaged and would add a minimum of two months to the timescale to announce a decision.
- 4.3** However, the Council does have in Mr Dicks an excellent candidate who has clearly demonstrated both his ability and his commitment to Bromsgrove and has the support of senior staff. If members agree, I propose that the Appointments Committee, in accordance with the Council's constitution, interview Mr Dicks. Subject to his performing well at the interview the Committee would be authorised to make an offer, subject to formal Council approval, to Mr Dicks as the Council's permanent Chief Executive and Head of Paid Service. Such an approach would cost significantly less than a national process, save time and recognise the likelihood that the strength of Mr Dicks' candidacy would reduce the field of applicants in any event. I therefore seek the Council's agreement to this course of action. Failing this a further report will be submitted to commence a national recruitment campaign.
- 4.4** A separate report on the agenda deals with the setting up of the Appointments Committee.

5. FINANCIAL IMPLICATIONS

- 5.1** The terms and conditions of the Chief Executive's post are set out in Appendix 1 and the appropriate provision exists in the Council's budget to meet the costs involved. No specific provision exists should the Council wish to embark on a national recruitment campaign.

6. LEGAL IMPLICATIONS

- 6.1** There are no specific legal reasons why the Council can not proceed as recommended.

7. CORPORATE OBJECTIVES

- 7.1 The appointment of a permanent Chief Executive will aid the Council in meeting its Corporate Objectives and bring certainty to the officer leadership.

8. RISK MANAGEMENT

- 8.1 Clearly by adopting the curtailed recruitment process some might argue that the Council could not demonstrate beyond all doubt that it had definitely appointed the best candidate. However I consider this to be unrealistic for the reasons set out above.

9. CUSTOMER IMPLICATIONS

- 9.1 The appointment of a permanent Chief Executive will have a positive impact on the Council's service delivery and customer perceptions.

10.0 OTHER IMPLICATIONS

- 10.1 The Appointments Committee should review as part of this process the Job Description, Person Specification and precise terms and conditions to apply to the post. It will wish to engage an HR advisor to assist to this end and also with the interview process to ensure that the competences required for the Chief Executive's position are tested at interview.

11. OTHERS CONSULTED ON THE REPORT

Head of Legal & Democratic Services	Yes
Head of Financial Services	Yes
Head of Organisational Development & HR	Yes

12. APPENDICES

Appendix 1-- Terms and conditions of the post of Chief Executive.

13. BACKGROUND PAPERS

- 13.1 None.

CONTACT - Leader of the Council

Terms and Conditions

The Post of Chief Executive and Head of Paid service is subject to the terms and conditions of the Joint Negotiating Committee for Chief Executives of Local Authorities.

The current salary range as from 1st April 2006 for a post in a District Council of Bromsgrove's size is £91009 to £98010.

The post attracts returning officer's fees.