

COMMITTEE: Appointments Sub-Committee	DATE: 21 November 2012	CLASSIFICATION: Unrestricted	REPORT NO:
REPORT OF: Service Head, Human Resources and Workforce Development		TITLE: Appointment of Chief Executive (Head of Paid Service)	
ORIGINATING OFFICER(S): Simon Kilbey		Wards Affected: All	

Special Reasons for Urgency

This report was not available for inspection within the timescales set out in the Authority's constitution. The report is nevertheless recommended for consideration at this meeting in order to ensure that there is no delay to the consideration by the full Council of the matters detailed.

1. PURPOSE OF THE REPORT

- 1.1 To report to the Committee on the outcome of the recruitment process for an Interim Chief Executive

2. RECOMMENDATIONS

- 2.1 That the Committee confirm the outcome of the recruitment process for a Chief Executive (Fixed Term) was unsuccessful and report back to Council in the terms set out in this report.

3. BACKGROUND

- 3.1 On 11th July 2012 the Council considered the outcome of the recruitment process undertaken by the previous Appointments Sub-Committee and did not appoint to the vacant post of Chief Executive.
- 3.2 The Council debated the report of the Assistant Chief Executive (Legal Services) and a tabled amendment, and resolved (inter alia) to immediately start the process of recruiting a professional interim to the post of Chief Executive (Head of Paid Service). To this end the Human Resources Committee was instructed to convene an Appointments Sub-Committee with a view to

appointing to the post on a fixed term basis as soon as possible. The Council asked the Human Resources Committee to recommend the duration of the fixed term contract.

- 3.3 The Council also resolved to appoint Stephen Halsey as Head of Paid Service until 31st October 2012 or until such a time as a new Chief Executive starts work, whichever is sooner, to work alongside the Section 151 Officer and Monitoring Officer, and asked the CMT to continue to jointly lead the Council. This arrangement was subsequently extended as set out below

4. RECRUITMENT PROCESS – UPDATE

- 4.1 The Human Resources Committee met on 18th July 2012 and in accordance with the Council's decision above, established an Appointments Sub-Committee to undertake the recruitment of a professional interim Chief Executive, with a view to that person being in post by 1st November 2012 if possible; and authorised officers to progress the selection of recruitment consultants to assist in the process.

- 4.2 The Appointments Sub-Committee met on 17th September and recommended to the Council:-

- A revised timetable for the recruitment exercise, which envisaged the appointment of an interim Chief Executive at the latest at the Council meeting on 28th November 2012.
- That accordingly the interim appointment of Stephen Halsey as Head of Paid Service be extended until 29th November 2012 or until a new Chief Executive and Head of Paid Service takes up post, whichever is sooner.
- The Job Description and Person Specification for the post, and that the salary for the role remain as previously agreed.
- That the post of interim Chief Executive be recruited to on the basis of a fixed term contract to 1st November 2014.

- 4.3 The above recommendations were agreed by the Council on 19th September.

5. SHORTLISTING

- 5.1 Subsequently, on 15th October, the Appointments Sub-Committee met to undertake shortlisting for the post. The Sub Committee considered a report from the Recruitment Consultant summarising the search process, prospective candidate feedback and a recommended shortlist.

- 5.2 Following discussion the Sub-Committee shortlisted two candidates for interview and agreed to bring forward the final interview date to take place as soon as

possible, with informal interviews to be arranged beforehand for the shortlisted candidates separately with each of the Group Leaders and the Mayor.

6. OUTCOME

- 6.1 In the event, both of the shortlisted candidates withdrew from the process before the interviews could be held. The candidates asked, via the recruitment consultant, that the Sub Committee be thanked for their interest, but decided that the time was not right for them to continue with their interest. There is therefore no recommendation from the Appointments Sub-Committee to the Council in relation to an appointment.

7. WAY FORWARD

- 7.1 In the light of the comments of the recruitment agency that the Council is unlikely to find a professional interim chief executive for a period of more than 6 – 9 months and the indication of the Appointments Sub-Committee at its last meeting that this was not a viable option, officers suggest there is no real benefit in continuing the search further. If Members agree then a report will be prepared confirming that the Appointments Sub-Committee report back to Council that the recruitment process was unsuccessful. Then a separate report on the way forward will be produced by the Service Head Human Resources and Workforce Development to be considered by Council at its meeting on 28th November 2012. The Interim Head of Paid Service has asked the Service Head Human Resources and Workforce Development to lead on this matter as the Council will need to determine how the Head of Paid Service role is to be discharged.

8. COMMENTS OF THE CHIEF FINANCIAL OFFICER

- 8.1 All proposals set out within the report including the costs of the recruitment process for the post of Chief Executive have or will be contained within the relevant existing budget allocations.

9. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)

- 9.1 The Local Authorities (Standing Orders) (England) Regulations 2001 require that the appointment of the Head of Paid Service (Chief Executive) must be confirmed by the Council. Under the Council's Constitution the Human Resources Committee is required to establish an Appointments Sub Committee to consider the appointment of the Head of Paid Service (Chief Executive) and make recommendations to the Council. The Sub-Committee must be politically

proportionate (unless the Committee votes to waive this requirement with no member voting against) and include one member of the Executive.

- 9.2 Although this Council's constitution currently states that the Head of Paid Service is the Chief Executive, it is not a legal requirement that it is such and the two roles can be split if the Council so desired.
- 9.3 The regulations also set out a statutory 'objection' procedure at the end of the process under which the appointment may only be confirmed if there is no well-founded objection to the proposed appointment by the Mayor or an executive member.

10. IMPLICATIONS FOR ONE TOWER HAMLETS

- 10.1 The process followed by the Human Resources Committee/Appointments Sub-Committee and the brief for the recruitment consultants followed equalities best practice and a diverse range of candidates were considered.
- 10.2 The Council has a strategic objective to recruit a workforce to reflect the community.

11. ANTI-POVERTY IMPLICATIONS

- 11.1 There are no direct implications for anti poverty arising from the recommendations in this report.

12. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 12.1 There are no direct implications for environmental sustainability arising from the recommendations in this report.

13. RISK ASSESSMENT

- 14.1. The proposals set out in this report will ensure the Council complies with the statutory requirements for the appointment of chief officers and has appropriate arrangements for the leadership of the officer structure.

Local Government Act, 2000 (Section 97)

List of "Background Papers" used in the preparation of this report

None