

DERBYSHIRE COUNTY COUNCIL

FULL COUNCIL

3 February 2021

Report of the Managing Executive Director – Commissioning, Community and Policy

APPOINTMENT TO THE ROLE OF EXECUTIVE DIRECTOR - PLACE

Purpose of the Report

To seek approval from Council to approve the salary package for the role of Executive Director - Place and to delegate the appointment of the Executive Director - Place to a recruitment panel.

Information

At the meeting of Full Council on 2 December 2020, Council received a report confirming that following the review of the operating model, the vacant post of Executive Director, Economy, Transport and Environment would be re-titled Executive Director - Place and recruitment to the role would commence in December 2020. The Director of Organisation Development and Policy has progressed arrangements to form a recruitment panel comprising of three Elected Members which must include one Cabinet Member. Councillors Simon Spencer, Tony King and Mick Wall have been nominated as members of that recruitment panel.

Additionally, arrangements were made to draw up a job and person profile specifying the duties, qualifications and qualities required to undertake the role. Accordingly, the role was advertised as widely as possible to attract the widest possible field of applicants. The advert for the role has now closed and the Council has received a relatively large number of applications.

The interviews for this role will take place on 9 and 10 February 2021, a week after this Council meeting. As set out in Appendix 9, Officer Employment Procedure Rules 3 (d) states that;

‘The Full Council will approve the appointment of the Head of Paid Service and Executive Directors ...’

The Panel will have identified the successful candidate and be in a position to propose his/her appointment to the role on 10 February, however the next Council meeting is not scheduled until 24 March 2021. Waiting for the approval until the meeting on 24 March would likely prevent any candidate from tendering their resignation with their current employer prior to the Council meeting and delay the candidate starting. The role is a critical role to the Council and is part of the Council's Senior Leadership structure supporting the Council's Covid response, in addition to business as usual, it is therefore considered necessary that a decision to approve the appointment should be made quickly to enable this post is filled as soon as possible on a permanent basis.

On this occasion, in order to avoid delay, Council is asked to delegate the appointment to the role of Executive Director - Place to the recruitment panel to ensure the role is filled as soon as is practicably possible. A report will be brought to Full Council at its meeting on 24 March 2021 that confirms the details of the appointment.

Whilst it is not a legislative requirement for Council to approve the appointment of an Executive Director, the statutory guidance issued under section 40 of the Localism Act 2011 does require Council or a meeting of members to vote before salary packages over £100,000 are offered.

The role of Executive Director - Place salary is determined by the Council's job evaluation scheme and has been determined as Grade 20 £117,869 to £129,655 per annum of the Council's Pay structure. The terms and conditions for the post are set out in the Council's standard terms and conditions in the Derbyshire package. Council is therefore asked to approve the salary for the role of Executive Director Place.

Human Resources Considerations

As detailed in the report.

Legal Considerations

An appointment to the role of Head of Paid Service must be approved by Full Council, however an appointment to the role of Executive Director - Place is capable of delegation to a Committee or sub-Committee or to individual Elected Members of Council.

In accordance with the Officer Employment Procedure, before a formal offer of appointment to any Executive Director post can be made, the Director of Organisation Development and Policy must notify all executive members and

provide the opportunity to raise an objection to the proposed appointment. If the decision is appointed to the recruitment panel, this procedure must still be followed.

Financial Considerations

As detailed in the report.

Other Considerations

In preparing this report the relevance of the following factors has been considered: equality and diversity, health, environmental, transport, property, crime and disorder and social value considerations.

Background Papers

Council report December 2020 –
Review of the Council's Senior Officer Leadership Model

Officer Recommendations

1. That Council approves the salary package for the role of Executive Director - Place as Grade 20, £117,869 to £129,655 per annum.
2. Council delegates the appointment of the Executive Director - Place to a recruitment panel, comprising Councillors Simon Spencer, Tony King and Mick Wall.
3. Council receives a report confirming details of the successful candidate to the meeting on 24 March 2021.

Emma Alexander
Managing Executive Director – Commissioning Communities and Policy