

## **COUNCIL**

**20 APRIL 2023**

# **APPOINTMENT OF DIRECTOR OF PLACE AND DESIGNATING THE DIRECTOR OF PEOPLE (CHILDREN AND ADULTS SERVICES) AS DEPUTY CHIEF EXECUTIVE**

Report from: Neil Davies, Chief Executive

Author: Samantha Beck-Farley, Head of Organisational Culture

## Summary

This report asks full Council to approve the appointment of the Director of Place, following consideration by the Appointments Committee on 17 April 2023.

An addendum report will be published on the day of the Council meeting setting out the decision of the Appointments Committee and the outcome of the executive notification procedure.

The report also seeks to designate the Director of People (Children and Adults Services) as Deputy Chief Executive.

## 1. Budget and policy framework

1.1. Whilst the Appointments Committee is responsible for appointing Directors, the Council's Pay Policy Statement states that any proposal to offer a new Assistant Director or above appointment on terms and conditions which include a total remuneration package of £100,000 or more, including salary, fees or allowances which would routinely be payable to the appointee and any benefits in kind to which the officer would be entitled as a result of their employment (but excluding employer's pension contributions), will be referred to Full Council for approval before any such appointment is advertised or before any such offer is made to a particular candidate.

## 2. Background

2.1. The current Director of Place and Deputy Chief Executive, Richard Hicks, will start his new role as Chief Executive on 1 July 2023, following the retirement of Neil Davies, on 30 June 2023.

2.2. Interviews for the post of Director of Place are scheduled for 17 April 2023 and will be undertaken by the Appointments Committee.

- 2.3. In addition to the requirements of the Pay Policy Statement above, the appointment of the Director of Place can only be made where no material or well-founded objection has been made by any member of the Cabinet in accordance with the provisions of Part II of Schedule 1 of the Local Authorities (Standing Orders)(England) Regulations 2001. This is known as the executive notification procedure.
- 2.4. Subject to the Appointments Committee's decision to appoint the new Director of Place, the executive notification procedure shall be carried out and the outcome of this, and the details of the Appointments Committee's decision, will be reported to full Council in an addendum report, which will be published on the day of the Full Council meeting.
- 2.5. To support senior management resilience in the organisation, it is also proposed that the Director of People (Children and Adults Services) be designated Deputy Chief Executive. This follows our practice in recent years where the Council nominates a member of the corporate management team to act as deputy to the Chief Executive to offer important support, cover and decision making in his absence. Essentially, in assuming this role and in the absence of the Chief Executive, the Director of People (Children and Adults Services) will be the first point of contact for Members and partners, approving and signing off the more important officer decisions, chairing the corporate management team, and will be the lead officer in times of emergency.
- 2.6. Aspects of this Deputy Chief Executive responsibility will be familiar to the Director of People (Children and Adults Services) as she already acts as the Council's most senior officer representative on the Integrated Care Board, a role which in many other upper tier local authorities is reserved for the Chief Executive. She has also chaired various other corporate (officer) committees in the absence of the current Chief Executive. Needless to say, Lee-Anne Farach is eager to assume this role and possesses the necessary skills, expertise and experience to make it a success. This responsibility will be undertaken without extra remuneration and at no additional cost to the Council, which again has been the custom since the inception of the Deputy Chief Executive role.
3. Risk management – Pertaining to the Director of Place Appointment

<b>Risk</b>	<b>Description</b>	<b>Action to avoid or mitigate risk</b>	<b>Risk rating</b>
Lack of suitable candidates to make an appointment	If an appointment is not made initially there is time to re-advertise given there is adequate time and a deputy in post.	Use of head-hunters to maximise success.  Re-advertise post, having reviewed the reasons for inability to appoint.	D3

<b>Likelihood</b>	<b>Impact</b>
A Very high B High C Significant D Low E Very low F Almost impossible	1 Catastrophic (Showstopper) 2 Critical 3 Marginal 4 Negligible

#### 4. Financial and legal implications

- 4.1. There is budgetary provision for the appointment of the Director of Place post and for the designation of Deputy Chief Executive, this does not carry any additional remuneration.
- 4.2. The process for the recruitment and appointment of Assistant Directors and above is set out within the Employment Rules in the Council's Constitution.
- 4.3. The Council's Employment Rules reflect and are consistent with the provisions in the Local Authorities (Standing Orders) (England) Regulations 2001.

#### 5. Recommendations

- 5.1. That the Council approves the appointment of the candidate agreed by the Appointments Committee as the Director of Place.
- 5.2. Council is also asked to agree the proposal explained in paragraphs 2.5 and 2.6 of the report, that the Director of People (Children and Adults Services) be also designated Deputy Chief Executive.

#### Lead officer contact

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#### Appendices

None

#### Background papers

None