



Name of meeting: Council
Date: 14 December 2016

Title of report: Appointment of a Chief Executive and Head of Paid Service on an Acting Up Basis

Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Is it in the Council's Forward Plan ?	Not Applicable
Is it eligible for "call in" by Scrutiny ?	Not Applicable
Date signed off by <u>Director</u> & name	Adrian Lythgo – 5 December 2016
Is it signed off by the Assistant Director - Financial Management, Risk, IT and Performance?	Debbie Hogg – Not Applicable
Is it signed off by the Assistant Director – Legal, Governance & Monitoring?	Julie Muscroft – 5 December 2016
Cabinet member portfolio	Not Applicable

Electoral wards affected: All Wards

Ward councillors consulted: No

Public or private: Public

1. Purpose of report

- 1.1 To consider a recommendation from the Personnel Committee that Jacqui Gedman be appointed as Chief Executive and Head of Paid Service on an Acting-up basis for a period of 12 months from mid-February 2016.

2. Key points

- 2.1 The Personnel Committee, at its meeting on 17 November 2016, considered a report regarding the next steps in the implementation of the Senior Management Review and as part of their considerations received notice from the current Chief Executive, Adrian Lythgo, of his intention to leave his post in February 2017.

2.2 The Committee were also informed of the outcome of the Member recruitment process for the new posts of Strategic Director and of a Deputy Chief Executive. It was noted that, as part of that process Jacqui Gedman had been appointed to the position of Deputy Chief Executive, which was a specific and separate part of the process.

2.3 The Committee were asked to consider immediate transitional arrangements following the current Chief Executive's departure from the Council. He proposed that in order to ensure that there was consistency during the coming period that the Deputy Chief Executive be appointed as the Acting Chief Executive and Head of Paid Service (to include the roles of Electoral Registration Officer and Returning Officer). This was for several reasons:

1. The changes to senior management and the structure of senior management is to become embedded at the beginning of the next financial year or as soon as possible thereafter. It is therefore important that there is continuity and leadership in the Council.
2. The New Council programme underpins the next 4 years of change. The Council also intends to agree a 4 year budget in line with the financial settlement from Central Government. Continuity and leadership to the Council for those reasons is important. It also gives certainty to Council employees about the next 12 months.
3. It avoids the inevitable delay caused by an outside recruitment during this very crucial period.

2.4 He also proposed that the Personnel Committee decision be subject to review after 12 months where they would look at the options in relation to the Chief Executive and Head of Paid Service role.

2.4 The Personnel Committee unanimously agreed to recommend to Council the appointment of Jacqui Gedman as Acting Chief Executive and Head of Paid Service, to include the roles of Electoral Registration Officer and Returning Officer, for a period of 12 months, to take effect at the point Adrian Lythgo leaves the Authority.

3. Implications for the Council

- 3.1 The appointment will allow for continuity during a challenging period of time during the transition to a New Council and in the context of the continued reduction in resources available to the Council

4. Consultees and their responses

- 4.1 Group Leaders have been consulted and agree to this proposal.

5. Next steps

- 5.1 Councillors will be informed of developments during the transition to Jacqui Gedman taking up the post of Acting Chief Executive & Head of Paid Service.

6. Officer recommendations and reasons

- 6.1 That Council approve the appointment of Jacqui Gedman as Acting Chief Executive and Head of Paid Service, to include the roles of Electoral Registration Officer and Returning Officer

7. Cabinet portfolio holder's recommendations

- 7.1 Not applicable

8. Contact officer and relevant papers

Adrian Lythgo
Chief Executive
Adrian.lythgo@kirklees.gov.uk

9. Assistant Director Responsible

Not applicable