

Name of meeting: Council

Date: 11 July 2017

Title of report: Appointment of a Chief Executive and Head of Paid Service

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 Strategic Director & name	Not Applicable
Is it signed off by the Service Director for Financial, Professional and Transactional Services	Debbie Hogg – Not Applicable
Is it signed off by the Service Director for Legal, Governance & Commissioning	Julie Muscroft –
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 with immediate effect.

2. Key points

- 2.1 The Personnel Committee, at its meeting on 16 May 2017, considered a report regarding succession planning and managing change, which asked for consideration of options to make substantive appointments to senior management posts, including the Chief Executive, to provide greater stability and permanence to the Council's Senior Management Team.

- 2.2 The Committee resolved to recommend to Council that Jacqui Gedman be appointed Chief Executive and Head of Paid Service on a permanent basis with immediate effect. This would also include the roles of (Acting¹) Electoral Registration Officer and (Acting¹) Returning Officer. This was after taking account of the Member recruitment process, undertaken in the Autumn 2016, leading to her appointment as Deputy Chief Executive, the subsequent decision of Council to appoint her as Acting Chief Executive and on the stability and leadership she has provided within the Council since her appointment in the key areas of transformation to improve services for children and in managing the ongoing changes in response to budget challenges.
- 2.3 It was agreed that this approach would provide solid foundations within the Council and give the capacity required to manage the organisation at a time when it is facing unprecedented challenges, due to the need to manage significant budget reductions and make the required improvements within Children's Services.
- 2.4 The Committee also agreed to the establishment of arrangements that will lead to the appointment of a Strategic Director for Economy and Infrastructure and a Strategic Director for Children in the longer term.
- 2.5 An appointment of the Chief Executive and Head of Paid Service must be made by Council.

3. Implications for the Council

- 3.1 The appointment will allow the Council to continue the work that has commenced 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 All Group Leaders have been consulted and agree to this proposal. Members of the Cabinet have also been notified as required of the proposed appointment and agree to the proposal.

5. Next steps

- 5.1 The appointment will take immediate effect and Councillors will be informed of progress made in making further appointments to the Senior Executive Team of the Council

6. Officer recommendations and reasons

- 6.1 That Council approve the appointment of Jacqui Gedman as Chief Executive and Head of Paid Service, to include the roles of (Acting¹) Electoral

¹ The term "Acting" is used as applicable depending on the type of election

Registration Officer and (Acting ¹) Returning Officer And agree that the offer of appointment be made with immediate effect.

7. Cabinet portfolio holder's recommendations

7.1 Not applicable

8. Contact officer and relevant papers

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9. Service Director Responsible

Julie Muscroft – Service Director, Legal, Governance and Commissioning