

Subject:	Appointment of Chief Executive and Head of Paid Service		
Date of Meeting:	25 October 2012 11 October 2012 – Policy & Resources Committee		
Report of:	Chief Executive		
Contact Officer:	Name:	Mark Wall	Tel: 29-1006
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Ward(s) affected:	All		

FOR GENERAL RELEASE**1. SUMMARY AND POLICY CONTEXT:**

- 1.1 To seek Council's approval to the appointment of Ms Penny Thompson as Head of Paid Service and Chief Executive

2. RECOMMENDATIONS:

- 2.1 That the Policy & Resources Committee recommends to Council
- 2.1.1 That Council appoints Ms Penny Thompson as Chief Executive and Head of Paid Service.
- 2.1.2 That the salary for the post be set at £150K per annum and
- 2.1.3 That the appointment takes effect on 12th November 2012 subject to the transitional arrangements referred to in paragraph 3.5 below.
- 2.2 That the Director of Adult Social care (in her capacity as the Director with interim responsibility for Human Resources) and after consultation with the Leader of the Council, be authorised to take all steps necessary or incidental to implementation of the appointment, including any detailed terms or administrative arrangements that may be outstanding.

3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS

- 3.1 Under the Local Government and Housing Act 1989, the Council has a legal duty to appoint a "Head of Paid Service" which, in practical terms, is a role fulfilled by the Chief Executive. The appointment of the Chief Executive requires Full Council approval.
- 3.2 Following a national recruitment campaign and search, the interview process was undertaken by the Appointments and Remuneration Panel, a cross-party group of

Members. The unanimous recommendation of the Panel is that Ms Penny Thompson be appointed as Chief Executive and Head of Paid Service.

- 3.3 Ms Thompson has held significant leadership roles in a variety of public services organisations. She started her professional career as a social worker in London before moving to Sheffield, Cleveland and then Nottingham. She returned to Sheffield in 1998 as the Director for Social Services to lead it out of 'special measures' and was part of the executive management team that secured the top performance rating from the Audit Commission in 2004. Ms Thompson came back to London the following year, joining the London Borough of Hackney as its Chief Executive where she gained widespread recognition for achieving a sustainable turn-around in services and reputation. She then established a Leadership Consultancy in 2007, providing advice and short term management expertise to a range of organisations including other Local Authorities, Government Non Departmental Bodies and the NHS. In 2010 she was appointed to help the General Social Care Council become a self funding regulator. Only weeks into the job, the Government took the decision to abolish the organisation and until last month she has overseen the orderly wind up of the GSCC, ensuring a smooth transfer of its responsibilities to other bodies. She was awarded the CBE for services to social care in 2012.
- 3.4. Ms Thomson brings to the role a wealth of experience at the highest levels of local government and public service which will be valuable in helping the Council fulfil its priorities and commitments over the following years when we are likely to face significant financial and other challenges.
- 3.5. The council is operating under an interim structure at the moment and is at a critical stage with its budget planning for 2013/14. It also has a sophisticated approach to working in partnership with a variety of stakeholders. As a result it is proposed that the appointment of the Chief Executive take effect on 12th November, but that the full functions and decision making powers be vested in the new Chief Executive from 1st December 2012. This will give the incoming Chief Executive the opportunity to be introduced to key people, to be briefed on all significant budgetary, policy and practical issues, and the interim structures without being distracted by the day to day running of the organisation, which will continue to be undertaken during this transitional period by the Acting Chief Executive, but with consultation with the incoming Chief Executive on any critical matters. This approach has been successfully used for a previous Chief Executive appointment of the council.

4. COMMUNITY ENGAGEMENT AND CONSULTATION

- 4.1 All political groups were consulted through their representatives and the interview undertaken by a cross party group of Councillors. In addition, stakeholders representing local businesses, the community and voluntary sector, staff and trade unions had the opportunity to hear from the shortlisted candidates and give their comments.

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 5.1 The proposed appointment can be funded from the existing salary budget and would result in ongoing savings as the recommended salary is at a lower remuneration than

that of the previous salary level (£161,500). The saving could be one of a number of measures that contribute to the Additional Management & Administrative Value For Money full-year savings target of £450,000 applicable from 2013/14. The overlap of the new Chief Executive and the Acting Chief Executive has a small financial impact of approx £2,500 but this is offset by additional savings on the Director of Finance cover arrangements (the Acting Chief Executive's substantive role), where cost effective acting-up arrangements have been deployed rather than temporary recruitment of interims.

Finance Officer Consulted: Nigel Manvell

Date: 04/10/2012

Legal Implications:

- 5.2 The Council has a duty to appoint a Head of Paid Service. Under the Local Authorities (Standing Orders) Regulations 2001, this has to be approved by the Full Council and cannot be delegated to a committee or a sub-committee of the Council. The Head of Paid Service, in addition to her statutory role, will undertake all the functions listed in the Council's constitution, including overall responsibility for the delivery and direction of Council services.

Lawyer Consulted:

Abraham Ghebre-Ghiorghis Date: 04/10/2012

Equalities Implications:

- 5.3 Ms Thomson will be the first female permanent Chief Executive of Brighton & Hove City Council or its predecessor boroughs. This therefore marks a significant milestone in the authority's history. The appointments process was undertaken having regard to equalities principles and candidates' approach to equality and diversity was one of the criteria for selecting the successful candidate.

Sustainability Implications:

- 5.4 There are no adverse sustainability implications arising from this report

Crime & Disorder Implications:

- 5.5 There are none.

Risk and Opportunity Management Implications:

- 5.6 The appointment of a permanent Chief Executive removes a level of uncertainty both internally and externally to the organisation and ensures that staff, trades unions, partners, businesses and other stakeholders know that there is clear, unequivocal Officer Leadership of the council's operations. The appointment therefore avoids the potential risks associated with prolonged uncertainty in the Officer Leadership role.

Public Health Implications:

- 5.7 There are no adverse public health implications arising from this report.

Corporate / Citywide Implications:

- 5.8 The appointment of a permanent Chief Executive will assist the Council in continuing to work with partner organisations in the City at the highest level.

6. EVALUATION OF ANY ALTERNATIVE OPTION(S):

- 6.1 The Council is obliged by law to appoint a Head of Paid Service. This is separate and distinct from the non-statutory role of Chief Executive. However, in this authority, the Chief Executive is the designated Head of Paid Service. A change to the designation of Head of Paid Service would be required, requiring Full Council approval, in order to vest this responsibility in an officer other than the Chief Executive.

7. REASONS FOR REPORT RECOMMENDATIONS

- 7.1 The appointment of the Chief Executive and Head of Paid of Service requires Council approval on the recommendation of a committee of the Council hence this report.

SUPPORTING DOCUMENTATION

Appendices:

None.

Documents in Members' Rooms

None.

Background Documents

1. The Council's constitution.