

DECISION-MAKER:	COUNCIL		
SUBJECT:	APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE		
DATE OF DECISION:	14 JULY 2010		
REPORT OF:	HEAD OF ORGANISATIONAL DEVELOPMENT		
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STATEMENT OF CONFIDENTIALITY

N/A

SUMMARY

The current Chief Executive and Head of Paid Service, Brad Roynon, will be retiring from his post in November 2010. This report recommends to Full Council his successor.

RECOMMENDATIONS:

- (i) To approve the appointment of Alistair Neill to the position of Chief Executive and Head of Paid Service at Southampton City Council; and
- (ii) That the Head of Organisational Development be given delegated authority to take any further action necessary to give effect to the contents of this report

REASONS FOR REPORT RECOMMENDATIONS

1. The retirement of the Chief Executive and Head of Paid Service in November 2010 and the necessity to appoint to this position.

CONSULTATION

2. The process and consultation requirements are as prescribed by law and reflected in this report.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

3. N/A

DETAIL

4. The Chief Officer Employment Panel convened on 21st April 2010. This, and subsequent meetings, were attended by the Solicitor to the Council, Head of Organisational Development, Democratic Services Officer and recruitment consultants as appropriate.
5. At this initial meeting the Panel agreed the Recruitment Timetable was approved, and delegated authority was given to the Head of Organisational Development, following consultation with the Solicitor to the Council, to:

- Appoint Recruitment Consultants
 - Finalise the Job Description
 - Proceed with the recruitment process
6. Odgers, Berndtson were subsequently appointed as the Council's consultants for the purpose of this recruitment.
 7. The Panel reconvened on 8th June 2010 and the consultants presented details of applicants for the post of Chief Executive. Following scrutiny of these the Panel agreed a long list for further consideration.
 8. On 23rd June 2010 the consultants presented detailed papers, and verbal reports on the long listed candidates. After careful consideration and due diligence the Panel agreed a short list of four candidates for Panel interview.
 9. The final stages of the process were carried out during week commencing 28th June, including agreed psychometric testing by the consultants, a city tour and a 'meet and greet' for Members, selected Partners and Senior Council Officers.
 10. The Panel carried individual interviews on 2nd July 2010.
 11. A decision was made to recommend to Full Council that Mr Alistair Neill is appointed as Chief Executive and Head of Paid Service at Southampton City Council, Mr Neill is currently the Chief Executive of Merthyr Tydfil County Borough Council.
 12. Following that, in accordance with the Local Authorities' (Standing Orders) (England) Regulations 2001 as set out in the Council's Constitution (Officer Employment Procedure Rules) the name of the person to be offered the appointment was sent to all Members of the Executive asking for any objections to the making of an offer to be submitted by 9 am on Monday, 5th July 2010. No objections have been received.

FINANCIAL/RESOURCE IMPLICATIONS

Capital

13. n/a

Revenue

14. The remuneration for the Chief Executive will be met from existing budgets and will be in accordance with the Council's existing Chief Officer Pay Rates for the Chief Executive. The range is from Spinal Column Point 105 (£145,350.00 to £172,618.00 per annum).

Property

15. n/a

Other

16. n/a

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

17. Local Government Act 1972 and the Local Government (Standing Orders) (England) Regulations 2001

Other Legal Implications:

18. None

POLICY FRAMEWORK IMPLICATIONS

19. n/a

SUPPORTING DOCUMENTATION

Appendices

1.	None
2.	

Documents In Members' Rooms

1.	None
2.	

Background Documents

Title of Background Paper(s)

Relevant Paragraph of the
Access to Information
Procedure Rules / Schedule
12A allowing document to be
Exempt/Confidential (if
applicable)

1.		
2.		

Background documents available for inspection at: n/a

KEY DECISION? no

WARDS/COMMUNITIES AFFECTED:	none
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