

<b>DECISION-MAKER:</b>	COUNCIL		
<b>SUBJECT:</b>	APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE		
<b>DATE OF DECISION:</b>	20 JULY 2022		
<b>REPORT OF:</b>	SERVICE DIRECTOR HR AND OD		
<b><u>CONTACT DETAILS</u></b>			
<b>AUTHOR:</b>	<b>Name:</b>	<b>Janet King, Service Director HR OD</b>	<b>Tel:</b> 023 8083 2378
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<b>STATEMENT OF CONFIDENTIALITY</b>			
None			
<b>BRIEF SUMMARY</b>			
<p>Following the May 2022 Council elections, the new Leader of the Council confirmed her wish to secure a permanent appointment to the role of Chief Executive and Head of Paid Service to ensure the organisation has the stability required at the senior leadership level.</p> <p>The constitutional requirements which must be observed when appointing a statutory officer has the process fall to the Chief Officer Employment Panel to recommend appointment to the position of Chief Executive, Head of Paid Service to full Council. Suitable candidates were interviewed for the position on June 7<sup>th</sup>, 2022.</p> <p>The Chief Executive postholder will fulfil the statutory role of Head of Paid Service.</p>			
<b>RECOMMENDATIONS:</b>			
	(i)	That Council appoints Mike Harris to the position of permanent Chief Executive and Head of Paid Service with immediate effect.	
<b>REASONS FOR REPORT RECOMMENDATIONS</b>			
1.	The permanent position will replace the interim nature of the role following the planned departure of the previous, permanent postholder and will both lead and be part of the Executive Management Board. The Head of Paid Service is a statutory role and is offered on a permanent basis to provide focused and stable leadership for the organisation.		
2.	The appointment will ensure the required leadership, stability and statutory requirements going forward and afford continuity of role.		
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>			
3.	The option to advertise the permanent position was rejected at this time. External recruitment is a time consuming and costly exercise and there are experienced and suitably qualified serving executives in the organisation who were afforded proper consideration for the role. All serving Executive Directors have been appointed following competitive processes and interviews by the Chief Officer Employment Panel. Appointing internally ensures continuity and stability of leadership at a critical time.		
<b>DETAIL (Including consultation carried out)</b>			

4.	Chief Officer Employment Panel was held on June 7 <sup>th</sup> , 2022, following a review of internal expressions of interest in the role.	
<b>RESOURCE IMPLICATIONS</b>		
<b><u>Capital/Revenue</u></b>		
5.	Costs will be met within existing budgets.	
<b><u>Property/Other</u></b>		
6.	N/A	
<b>LEGAL IMPLICATIONS</b>		
<b><u>Statutory power to undertake proposals in the report:</u></b>		
7.	Local Government Act 2000 and the Local Government (Standing Orders) (England) Regulations 2001 as amended.	
<b><u>Other Legal Implications:</u></b>		
8.	None	
<b>RISK MANAGEMENT IMPLICATIONS</b>		
9.	None	
<b>POLICY FRAMEWORK IMPLICATIONS</b>		
10.	None	
<b>KEY DECISION?</b>		<b>No</b>
<b>WARDS/COMMUNITIES AFFECTED:</b>		N/A
<b><u>SUPPORTING DOCUMENTATION</u></b>		
<b>Appendices</b>		
1.	None	
<b>Documents In Members' Rooms</b>		
1.	None	
<b>Equality Impact Assessment</b>		
<b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.</b>		<b>No</b>
<b>Data Protection Impact Assessment</b>		
<b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>		<b>No</b>
<b>Other Background Documents</b>		
<b>Other Background documents available for inspection at:</b>		
<b>Title of Background Paper(s)</b>		<b>Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)</b>
1.	None	