

DECISION-MAKER:	COUNCIL
SUBJECT:	APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE
DATE OF DECISION:	21 st February 2024
REPORT OF:	COUNCILLOR FIELKER LEADER OF THE COUNCIL

<u>CONTACT DETAILS</u>			
Author	Title	Executive Director Corporate Services	
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STATEMENT OF CONFIDENTIALITY	
N/A	
BRIEF SUMMARY	
<p>Following the departure of the permanent Chief Executive in practical terms in January 2024, it was agreed with the Leader of the Council, after consultation with the Chair of the Improvement Board, to urgently secure an interim external appointment to the post of Chief Executive and Head of Paid Service for the immediate period, to lead the organisation through its urgent and substantial transformation programme. A permanent appointment will be considered in due course.</p> <p>In light of the unusual and extenuating circumstances and recognising the experience required for the position in the short and medium term, expressions of interest were not invited from serving Executive Directors.</p> <p>There are both legal and constitutional requirements which must be observed when appointing a chief and/or statutory officer and the process fell to the Chief Officer Employment Panel (COEP).</p> <p>The COEP met on 19th January 2024 and made the decision to appoint Andrew Travers as the interim Chief Executive. As the statutory role of Head of Paid Service can only be appointed to by full Council, this is being brought to Council for a formal decision. In the meantime, the Director of Legal and Governance acted under delegated powers to appoint Claire Edgar, currently Executive Director for Wellbeing (Adults) and Housing, as temporary Head of Paid Service, in addition to her substantive role.</p>	
RECOMMENDATIONS:	
	(i) To appoint Andrew Travers to the position of Interim Chief Executive and Head of Paid Service.
REASONS FOR REPORT RECOMMENDATIONS	
1.	The Interim Chief Executive and Head of Paid Service will replace the current postholder, Mike Harris, following his departure and will both lead and be part of the Executive Management Board and Improvement Board. The combined position will provide focused leadership for the organisation.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	The option to advertise the permanent post was rejected at this time given the council's current transformation requirements and overall financial and budgetary position.
DETAIL (Including consultation carried out)	
3.	As contained above, Andrew Travers will be invited to take up the role of Head of Paid Service immediately.
4.	Should Council not wish to appoint the position will be reviewed.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
5.	Costs will be met within existing budgets.
<u>Property/Other</u>	
6.	N/A
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
7.	Local Government Act 2000 and the Local Government (Standing Orders) (England) Regulations 2001 as amended.
<u>Other Legal Implications:</u>	
8.	None
RISK MANAGEMENT IMPLICATIONS	
9.	None
POLICY FRAMEWORK IMPLICATIONS	
10.	None

KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	None
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	None

Documents In Members' Rooms

1.	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	No
Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.	No

Other Background Documents

Other Background documents available for inspection at:

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.	None