



Report to Council

Report of: Director of Human Resources and Customer Services

Date: 12 August 2020

Subject: Appointment to the Post of Chief Executive and Head of Paid Service

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Summary: This report provides details of the recruitment exercise for a Chief Executive.

Recommendations: That the Council:-

- (a) notes the information contained in the report on the recruitment exercise for a Chief Executive; and
- (b) approves the appointment of Kate Josephs to the post of Chief Executive and Head of Paid Service, in accordance with the terms set out in this report, and notes that Kate is expected to start in post in January 2021.

Background Papers:

None

Category of Report: OPEN

**APPOINTMENT TO THE POST OF CHIEF EXECUTIVE AND HEAD OF PAID
SERVICE**

1. At its meeting on 31st July 2020, the Senior Officer Employment Sub-Committee conducted interviews for the post of Chief Executive and Head of Paid Service.
2. The Sub-Committee resolved to appoint to the post, subject to no objections to the intended appointment having been received from any Member of the Cabinet.
3. Cabinet Members were notified of the intended appointment on 1st August 2020 and the Council's Monitoring Officer received no objections to the appointment by 7th August 2020, which was the close of the five working day period allowed for the receipt of such an objection.
4. The Council's Pay Policy Statement, approved by Council at its Special (Budget) Meeting on 4th March 2020 includes the post of Chief Executive and Head of Paid Service within the list of Statutory Chief Officers.
5. The Pay Policy Statement also states at Paragraph 22 that "the Authority will ensure that, at the latest before an offer of appointment is made, any salary package for any post (not including schools) that is in excess of £100k will be considered by full Council. The salary package will be defined as base salary, any fees, routinely payable allowances and benefits in kind that are due under the contract." In preparing its Pay Policy Statement, the Council has had regard to the Department for Housing, Communities and Local Government's guidance under Section 40 of the Localism Act 2011, *Openness and Accountability in Local Pay*.
6. The post and salary is covered by the existing Pay Policy Statement which was approved by the Council in March 2020.
7. The costs of this appointment are within the budget allocated for the post.
8. The Senior Officer Employment Sub-Committee minute is set out below, and the Council is asked to approve the appointment of Kate Josephs to the post of Chief Executive and Head of Paid Service.

***INTERVIEWS FOR THE POST OF CHIEF EXECUTIVE AND HEAD
OF PAID SERVICE***

The Sub-Committee conducted interviews for the post of Chief Executive and Head of Paid Service.

RESOLVED: *That Kate Josephs be recommended for appointment to the post of Chief Executive and Head of Paid Service, subject to internal approvals being gained.*

Recommendations

That the Council:-

- (a) notes the information contained in the report on the recruitment exercise for a Chief Executive; and
- (b) approves the appointment of Kate Josephs to the post of Chief Executive and Head of Paid Service, in accordance with the terms set out in this report, and notes that Kate is expected to start in post in January 2021.

Mark Bennett
Director of Human Resources and Customer Services