

Item No. 6.3	Classification: Open	Date: 23 March 2022	Meeting: Council Assembly
Report title:		Appointment of Chief Executive (Head of Paid Service)	
Ward(s) or groups affected:		All	
From:		Appointments Committee	

RECOMMENDATION

1. That Althea Loderick is appointed as the Chief Executive of the London Borough of Southwark and becomes the statutory Head of Paid Service.

BACKGROUND INFORMATION

2. In September 2021, the Council's Chief Executive and Head of Paid Service informed the Leader of their intention to retire from the Council in 2022.
3. The Council's Appointments Committee met on 6 October 2021. That meeting accepted a revised role description and person specification for the role of Chief Executive. Further, the Appointments Committee noted the process steps required to be undertaken in line with the Councils recruitment process to make an appointment to the role of Chief Executive (Head of Paid Service).
4. At its meeting on 11 November 2021 the Appointments Committee, following an appropriate competitive procurement process, confirmed the engagement of a specialist firm of recruitment consultants to advise and support the Council's attraction campaign, provide market insight and to undertake a targeted candidate search.
5. The recruitment advert and recruitment microsite went live on 3 December 2021 in the print and online editions of the Municipal Journal (MJ) published on that date. The advert and search process closed on 14 January 2022.
6. An in depth recruitment process was undertaken during late January and February 2022. Advice was received from our recruitment consultants in establishment of a long list of prospective candidates from applications received. The long list candidates attended a technical interview led by our recruitment consultants with an experienced senior leader from local government. In addition the candidates attended virtual (via MS teams) engagement sessions held with four stakeholder groups; including, the

voluntary sector, some of the Councils principal partners, a young people's panel and a staff group.

7. Following this process the Appointments Committee interviewed the final shortlisted candidates on Friday 4 March 2022.
8. At the end of the interviews a proposition was approved that Althea Loderick be recommended to Council Assembly for appointment as Chief Executive (Head of Paid Service).
9. Althea Loderick is a vastly experienced senior leader in local Government, with an extensive career history of public sector leadership and management including at Chief Executive level within London. More detail on her experience can be found in appendix 1.

KEY ISSUES FOR CONSIDERATION

10. Confirmation of appointment of the Chief Executive (Head of Paid Service) is the responsibility of the Council assembly.
11. The role of Head of Paid Service is a statutory role holding a set of responsibilities to ensure the appropriate staffing resources, organisation and management systems are in place for the Council to effectively discharge the Councils functions and responsibilities.
12. The role of Chief Executive (Head of Paid Service) carries a maximum inclusive remuneration package based on existing April 2020¹ pay rates of £217, 687.
13. Appropriate pre-employment checks, including confirmation of the right to live and work in the United Kingdom are being undertaken and the confirmation of the date of commencement in the role of Chief Executive (Head of Paid Service) will be agreed following the decision of Council.

Community, equalities (including socio-economic) and health impacts

Community impact statement

14. There are no specific impacts on the community from this process.

Equalities (including socio-economic) impact statement

15. The management of the executive resourcing partnership and the recruitment process will maintain and support good equalities impacts, including considering methods of recruitment which facilitate strong diverse representation among candidates.

¹ Subject to implementation of the national pay award Joint Negotiating Committee (JNC) for Local Authority Chief Executives

Health impact statement

16. There are no specific health impacts from this process.

Climate change implications

17. There are no climate change implications from this process.

Legal implications

18. Every Council is required to appoint a person to the role of Head of Paid Service. Article 10 of the constitution designates that this role is undertaken in Southwark by a Chief Executive who is the most senior member of the employed staff.
19. The Officer Employment Procedure Rules say how, in Southwark, the Chief Executive is appointed. This process is regulated by the Local Authorities (Standing Orders) (England) Regulations 2001. The council assembly will approve the appointment of the Chief Executive following the recommendation of such an appointment by the appointments committee of the council. The council assembly may only make or approve the appointment of the Chief Executive where no well-founded and material objection has been made by any member of the cabinet. There has been no well-founded and material objection made by any member of the cabinet.

APPENDICES

No.	Title
Appendix 1	Althea Loderick – concise employment history

AUDIT TRAIL

Lead Officer	Doreen Forrester-Brown Director of Law and Governance
Report Author	Steven Parker, HR
Version	Final
Dated	15 March 2022

Appendix 1

Althea was appointed Chief Executive of Newham Council in April 2019. Althea is accountable for the leadership of circa 5,000 staff and a £1.5bn operating budget serving 364,000 residents. In her three years as Chief Executive, Althea has led the '*Towards a Better Newham*' recovery and reorientation strategy, realigning the corporate plan and how services are delivered to turn around the poor performance and financial management that the serving Mayor inherited.

Althea is co-sponsor of the London Councils Tackling Racism, Inequality and Disproportionality large employers group and lead adviser for Policing, Crime, and Public Protection on the Chief Executives London Committee.

Althea has held the following roles and positions:

2019 - 2022	London Borough of Newham	Chief Executive (see above)
2016 - 2019	London Borough of Brent	Strategic Director, Resources accountable for finance, legal, HR, property, IT and commercial services
2014-2016	London Borough of Waltham Forest	Chief Operating Officer responsible for a range of services including legal, customer services, business support, digital, HR, registrars, benefits and libraries
2010 – 2013	London Borough of Waltham Forest	HR Director
2007 – 2010	National Policing Improvement Agency	Service Director, People Strategy and Organisation Development
2003 - 2007	Prison Service (HMPS)	Deputy Director Organisation Development
2000 – 2003	London Borough of Enfield	Assistant Head of HR (Organisational Development)

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