

<b>Item No.</b> 8.4	<b>Classification:</b> Open	<b>Date:</b> 4 July 2012	<b>Meeting Name:</b> Council Assembly
<b>Report title:</b>		Appointment of Chief Executive – Recommendation to Council Assembly	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Appointments Committee	

## **RECOMMENDATION**

1. That Ms Eleanor Kelly is appointed to the Chief Executive vacancy and thus becomes the statutory Head of Paid Services. Base salary to be £160,767, effective date to be the day following council assembly resolution.

## **BACKGROUND INFORMATION**

2. The appointments committee met on 7 June 2012 and considered a report on the appointment of Head of Paid Service. Following discussion and an interview of Ms Kelly on 14 June 2012, the committee agreed that council assembly be recommended to appoint Ms Kelly to the post of Chief Executive with a base salary of £160,767.
3. A copy of the job description and person specification relating to the post is attached as Appendix 1.

## **KEY ISSUES FOR CONSIDERATION**

### **Constitutional issues**

4. The Head of Paid Services statutory role resides with the Chief Executive post which is currently vacant. The responsibilities currently fall to the Deputy Chief Executive who has been made acting Chief Executive by the Leader. The permanent appointment of Chief Executive is a decision reserved to Council Assembly on recommendation of the Appointments Committee. There is no constitutional requirement to conduct an external recruitment exercise or to interview candidates before such an appointment.

### **Personnel issues**

5. Attached to the report is the summary work history of Eleanor Kelly (see Appendix 2) including work/performance assessments. It should be highlighted that Eleanor Kelly has performed the duties of the statutory role in her deputising function on many occasions.

### **Salary on appointment - Chief Executive**

6. Council Assembly on 28 March 2012 approved the Pay Policy Statement for the Council for 2012/13, including the salary scale for Chief Executive.

7. The salary scale for Chief Executive (CEX) in Southwark is:

<b>37</b>	<b>£145,317</b>
<b>38</b>	<b>£150,297</b>
<b>39</b>	<b>£155,439</b>
<b>40</b>	<b>£160,767</b>
<b>41</b>	<b>£166,275</b>

8. Eleanor Kelly currently receives an annual salary of £155,439 as interim Chief Executive. She did not receive an increment in April 2012. It is recommended her starting salary on appointment to the permanent role is £160,767 which will recognise her contribution and performance over the last year as well as her experience and skills. This is in accordance with the approved pay policy and notably less than the prevailing market of comparable London authorities.

### **Community impact statement**

9. The recommendation has no equality implications as a result. The composition of the top team remains mixed in terms of gender and race (albeit greater female numbers than the comparison management cadre). This compares favourably to the overall market of top managers.

### **SUPPLEMENTARY ADVICE FROM OTHER OFFICERS**

#### **Strategic Director of Communities, Law & Governance**

10. This appointment is subject to the Local Authorities (Standing Orders) (England) Regulations 2001. This requires each member of the cabinet to be informed of the proposal to appoint Ms Kelly to the post of chief executive and to afford each cabinet member the opportunity to object to the appointment. On 19 June 2012 the strategic director of communities, law & governance wrote to all members of the cabinet informing them of this and that the deadline for making an objection was Midnight, Thursday 21 June 2012.

### **BACKGROUND DOCUMENTS**

<b>Background Papers</b>	<b>Held At</b>	<b>Contact</b>
Cabinet report 15 May 2012 Reorganisation, redeployment and redundancy; policy & procedures	Human Resources 160 Tooley Street, London SE1 2QH	Bernard Nawrat 020 7525 7185
Appointments Committee report 7 June 2012	Constitutional Team 160 Tooley Street, London SE1 2QH	Everton Roberts 020 7525 7221

## APPENDICES

No.	Title
Appendix 1	Job Description and Personnel Specification
Appendix 2	Work History

## AUDIT TRAIL

<b>Lead Officer</b>	Bernard Nawrat, Human Resources Director	
<b>Report Author</b>	Everton Roberts, Constitutional Officer	
<b>Version</b>	Final	
<b>Dated</b>	19 June 2012	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Strategic Director of Communities, Law & Governance	Yes	Yes
Finance Director	No	No
<b>Cabinet Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Team</b>	21 June 2012	