

## MUNICIPAL YEAR 2017/2018 REPORT NO. 2

### MEETING TITLE AND DATE:

Full Council – 10.5.2017

### REPORT OF:

Assistant Director Human Resources

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<b>Agenda - Part: 1</b>	<b>Item: 10</b>
<b>Subject:</b> The Appointment of a New Chief Executive	
<b>Wards: All</b>	
<b>Cabinet Member consulted:</b> Cllr Taylor	

### 1. EXECUTIVE SUMMARY

To report the recommendation of Enfield Council's ("the Council's") Appointment Panel for the appointment of a new Chief Executive.

### 2. RECOMMENDATIONS

- 2.1 That Ian Davis be appointed as the Council's Chief Executive and Head of the Paid Service (CE) with effect from 1 June 2017.
- 2.2 The appointment to be made under the terms and conditions agreed by the Joint Negotiating Committee for Chief Executives of Local Authorities, as supplemented by the Council's own terms. The salary on appointment to be £185,000 pa

### 3. BACKGROUND

- 3.1 The post of CE will become vacant in June 2017 due to the retirement of the current CE.
- 3.2 A leading firm of consultants, Gatenby Sanderson was engaged to facilitate the recruitment process. The post was advertised during January 2017 and a total of 30 applications received. Initial interviews of 10 candidates were undertaken by the consultants.
- 3.3 An Appointments' Panel comprising of six members (four majority, two opposition) was set up to undertake the shortlisting and interviews of candidates. The Panel met on 16.3.17 and agreed a shortlist of the applicants.

- 3.4 The interviews took place on 30 March and 20 April 2017. The Panel made a unanimous decision to recommend to Full Council the appointment of Ian Davis as the Council's Chief Executive and Head of the Paid Service.
- 3.5 Ian Davis has been informed of the Panel's decision. He has indicated that he would be prepared to accept the post were it to be offered to him.
- 3.6 The Local Authorities (Standing Orders) (England) Regulations 2001 ("the Regulations") require that the approval of Full Council be given to the appointment to the post of Chief Executive. The Regulations also require that the Council's Proper Officer (Assistant Director Legal & Governance Services) to notify all members of the executive of
- i) the name of the proposed appointee;
  - ii) any "other particulars relevant to the appointment" and
  - iii) the period within which any objection to be made by the executive leader on behalf of the executive.
- 3.7 A letter was sent to all Cabinet Members 21 April 2017. The letter gave seven days for any objection to be made in accordance with the Council's Constitution. To date, no objection to the proposed appointment has been received.

#### **4. ALTERNATIVE OPTIONS CONSIDERED**

The CE post is considered to be the key position which will ensure the Council operates as 'One Council' and drives the transformation agenda to meet the financial challenges of the future.

#### **5. REASONS FOR RECOMMENDATIONS**

After a rigorous selection process, the Appointments' Panel believe that Ian Davis is the best candidate for the post.

#### **6. COMMENTS OF THE EXECUTIVE DIRECTOR OF FINANCE, RESOURCES & CUSTOMER SERVICES**

##### **6.1. Financial Implications**

The cost of the salary is contained within the CE Directorate's budget.

##### **6.2 Legal Implications**

The appointment of the Chief Executive, who will be the Authority's Head of Paid Service, is in compliance with the legal duties and obligations under Section 4 of the Local Government and Housing Act 1989 and in accordance with the Regulations 2000, it is for Full Council to make the appointment as outlined in paragraph 3.6 of this report.

### 6.3 Key Risks

If the CE post is not appointed to, there is a risk that the Council will not be able to adopt a co-ordinated approach to meeting the financial challenges.

## 7. IMPACT ON COUNCIL PRIORITIES

7.1 Fairness for All

7.2 Growth and Sustainability

7.3 Strong Communities

7.4 Equalities Impact Assessment

The ultimate role of the CE will be to ensure that the Council's priorities are delivered

An equalities impact assessment of the recruitment process has been undertaken.

## 8. HEALTH AND SAFETY IMPLICATIONS

None

## 9. PUBLIC HEALTH IMPLICATIONS

None

**Background Papers:** None

Appendix - Letter to Cabinet 21.4.17