

**ITEM NO. 11**

**REPORT TO THE COUNCIL MEETING OF 18<sup>th</sup> JUNE 2018**

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**Meeting:** Council  
**Date:** 18<sup>th</sup> June 2018  
**Subject:** Joint Chief Executive  
**Report of:** Verina Wenham, Head of Legal & Democratic Services & Monitoring Officer  
**Portfolio Holder:**  
**Status:** Decision  
**Relevant Ward(s):** All Wards

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1 Purpose Report

1.1 For Members to consider the change of job title of the Corporate Directors to that of Joint Chief Executive as recommended by the recent Local Government Association Peer Challenge ("LGA Peer Challenge").

2 Recommendations:

2.1 **That the job title of the Corporate Directors be changed to that of Joint Chief Executive with immediate effect, and;**

2.2 **That subject to the approval of 2.1 above note that the Monitoring Officer will exercise her delegated authority to make such changes to the job titles in the Constitution as are necessary.**

3 Summary of Reasons for the Recommendations

3.1 The proposed change in job title is to reflect the fact that the Corporate Directors have carried out the operational responsibilities of the role of Chief Executive since April 2014.

4 Impact on Communities

4.1 None as far as this report is concerned.

## 5 Key Facts

- 5.1 Following the resignation of the former Chief Executive in April 2014, a decision was taken by the Council on 7<sup>th</sup> April 2014 not to recruit to the post of Chief Executive Officer at that time and to allocate the operational aspects of the role of Chief Executive jointly to the Corporate Directors.
- 5.2 The post of Chief Executive was subsequently removed from the establishment list and the budget in 2015/16. Prior to this, an additional payment was made to each Corporate Director to take account of the allocation of the operational aspects of the Chief Executive role. In addition, the Corporate Directors are now subject to the JNC terms and conditions, the terms and conditions applicable to Chief Executive Officers, as opposed to NJC conditions, which apply to all other employees of the Council.
- 5.3 The Corporate Directors have been fulfilling the role of Chief Executive since 2014, a point recognised by the LGA Peer Review which took place in March this year. The report indicated that the Corporate Directors are well known and respected by partners. However, there is some evidence to suggest there is confusion externally over what their role is.- Partners indicated that the external perception of leadership at HDC would improve if the Corporate Directors' job title changed to Joint Chief Executive, which in effect is the role that they fulfil.
- 5.4 The Corporate Directors' are appointed as Head of Paid Service on a six monthly rotating basis and this arrangement ~~would~~ not be affected by the change in title.

## 6 Legal Issues

- 6.1 The Council has a legal duty to appoint one of its officers as Head of Paid Service. The change of job title would normally be dealt with by the Head of Paid Service, under delegated authority. However, as this change in job title affects the Head of Paid Service it is appropriate that members take that decision.

## 7 Resource Issues

- 7.1 As set out in the body of this report. There are no additional financial implications arising from this report, as it is solely a change in the job title and not a change in salary or terms and conditions.

## 8 Equality Implications

- 8.1 None as far as this report is concerned.

## 9 Impact on the Organisation

- 9.1 None as far as this report is concerned.

10 Community Safety Implications

10.1 None as far as this report is concerned.

11. Carbon Management Implications

11.1 None as far as this report is concerned.

12. Risk Management Implications

12.1 None as far as this report is concerned.

13 Consultation

13.1 The Leader of the Executive and the Human Resources Manager have been consulted.

14 Background Papers

14.1 Local Government and Housing Act 1989

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**Previous report(s): 7 April 2014 Exempt**

**Information Issued Under Sensitive Issue Procedure:**

**Ward Members Notified:**

**Appendices:** None.