



To: Committee & Elections Manager

Statement of individual Cabinet Member's decision

Name of Cabinet Member Councillor John Burden

Portfolio Executive Leader

Delegation authority (usually the delegated powers in annex 1.6 and 1.7) Annex 1.6

Cabinet decision date _____ Minute No _____ or

Declaration of Interests (if any)

Of the Cabinet Member making the decision None

Of any other Cabinet Member consulted in relation to the decision

N/A

Topic The post of Chief Executive and Head of Paid Service

Decision 1) To appoint a Chief Executive on a 1.0FTE basis, on a permanent contract.
2) To recruit using an internal advertisement open to Assistant Directors and above, this to include the current shared Chief Executive.
3) To designate the successful candidate as Head of Paid Service , subject to this appointment being endorsed by full Council.
4) To authorise the Assistant Director (Communities) to set up any necessary meeting(s) of the Appointments Panel, the Panel to be politically balanced and to comprise of at least 4 members of the Appointments Board.

Reasons for the decision

The decision has been made taking account of the backdrop of the significant challenges and uncertainty, including in a financial context, that the Council is facing over the coming years. Appointment of a Chief Executive on a 1.0 FTE basis on a permanent contract is considered to be a sensible and sustainable option, avoiding any conflicts of interest for the Chief Executive, giving improved resilience and support to Management Team, with Gravesham BC having total control over the selection process and timing of appointment, and budget neutral against the Medium Term Financial Plan.

The ring fenced internal advertisement route as described above is in keeping with the current recruitment practices of the council and the equality legislation. To designate the successful candidate as Head of Paid Service is in keeping with the council's normal practice. Endorsement of this appointment by the full Council is a requirement of the constitution.

The composition, role and function of the Appointments Board and Appointments Panel is laid out in the constitution.

Other options considered (if any) Other options considered were as follows:

To have no Chief Executive
To continue with the current shared arrangements
To enter into a similar shared arrangement with another local authority
To appoint a new Chief Executive jointly with another local authority
To appoint our own Chief Executive as a 0.5 FTE basis
For each of these options (as applicable), to consider permanent appointment or a fixed term contract.


I confirm that this decision is:

Please mark/tick

- In accordance with the council's Policy Framework
- Within the council's approved budget
- In compliance with the council's contract procedure rules
- In compliance with the council's financial procedure rules
- In accordance with the protocol for Cabinet member decisions
'The Post of Chief Executive and Head of Paid Service'
report to Executive Leader by Assistant Director
(Governance and Law) dated 14 August 2012.

Background papers used (if any)

Signature
(countersigned
by Executive
Leader if a Key
Decision)



Date: 4th September 2012.

All decisions must be made in accordance with the decision-making rules laid down in the constitution and must be in compliance with the policy framework, the approved budget, contract procedure rules and financial procedure rules.

The allocations of areas of responsibility to Lead Members and their delegated powers are laid out in annex 1.6 and 1.7 and may only be exercised accordingly. The Executive Leader is entitled to change the allocation of portfolios to Lead Members at any time.

In addition to the above, further delegations may be made from time to time.

Key decisions may not be made by individual Cabinet Members other than the Executive Leader. In the case of a Key Decision recommended by a Cabinet Member, the Executive Leader's countersignature will be required in order to effect the decision.

The Chief Executive was given delegated authority to respond to consultation documents on behalf of the Cabinet in consultation with the appropriate portfolio holder at the Cabinet meeting on 7 March 2011.

This decision will come into force and may then be implemented on the expiry of 5 working days after publication unless it is called in.