

NON-EXEMPT

EAST HAMPSHIRE DISTRICT COUNCIL

FULL COUNCIL

18TH JULY 2019

APPOINTMENT OF THE CHIEF EXECUTIVE

Report Author: Caroline Tickner (Head of Organisational Development)

REPORT OF: Chair of the Joint Human Resource Committee of Havant Borough Council and East Hampshire District Council

FOR DECISION

1.0 Purpose of Report

- 1.1 In line with the Council's Standing Orders it is a requirement that the Council or its Joint Human Resources Committee make arrangements in connection with the permanent appointment of the shared Chief Executive.
- 1.2 This paper is a mirror of the paper to each Council and recommends the appointment of a Chief Executive. It further makes provision for the appointment of the Chief Executive to the statutory post of Head of Paid Service, and appoints the Chief Executive as Returning Officer for the authority.

2.0 Recommendation

- 2.1 The recommendations to full Council are:
 - To appoint Gillian Kneller as Chief Executive;
 - To appoint the Chief Executive as Head of Paid Service;
 - To appoint the Chief Executive as Returning Officer.

3.0 Subject of Report

- 3.1 Each Council has had in place a shared senior management arrangement for many years. In 2011 a shared management structure for East Hampshire District Council and Havant Borough Council was fully implemented which included the continued appointment of a shared Chief Executive. These arrangements involve sharing resources and staff across both authorities.

- 3.2 The efficiencies gained from shared management arrangements have continued since this time and have proved to be an effective way to streamline resources and reduce the cost base whilst ensuring effective leadership across all service areas of each authority.
- 3.3 On 20th December 2018 Full Council approved the interim appointment of the shared Chief Executive from 1st January 2019. This followed the departure of the previous Chief Executive. In approving this appointment, the statutory role of Head of Paid Service transferred to this individual and has been in place since this time. The role of returning officer for East Hampshire was also combined with this appointment.
- 3.4 On 18th June 2019, Joint Human Resources Committee confirmed the continuing interim arrangements for the shared Chief Executive be extended until the permanent appointment to the shared Chief Executive role had been approved at each Full Council.
- 3.5 Joint Human Resources Committee also convened an appointment process for the permanent appointment of the shared Chief Executive in line with Officer Employment Standing Orders 83 & 84. This appointment process allowed for an internal selection first and enabled the interim Chief Executive to be considered for the permanent post.
- 3.6 Following a review of all the evidence presented as part of this selection process, Joint Human Resources Committee recommended to Cabinet that Gillian Kneller be appointed as Chief Executive. Cabinet were afforded the right to make an objection to the Committee's recommendation. Cabinet supported the recommendation. On this basis, in line with the Council's constitution, Joint Human Resources Committee have put forward the recommendations as outlined at 2.1.

4.0 Implications

- 4.1 **Resources:** The cost of the permanent post will be met within existing budgets.
- 4.2 **Legal:** The process for the appointment of the Chief Executive is set out in the Constitution at Officer Employment Standing Orders 83 & 84.
- 4.3 **Consultation:** With each Leader and Cabinet

Agreed and signed off by:

Chief Finance Officer: 27.6.19

Deputy Monitoring Officer: 28.6.19

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