

**ITEM: 10**

**REPORT TO: EXTRAORDINARY WECA COMMITTEE**

**DATE: 15 SEPTEMBER 2017**

**REPORT TITLE: APPOINTMENT OF CHIEF EXECUTIVE & HEAD OF PAID SERVICE**

**AUTHOR: WILLIAM HARDING, HUMAN RESOURCE ADVISER**

**Purpose of Report**

1. The report seeks the Committee's agreement to appoint the nominated candidate as the Authority's Chief Executive and Head of Paid Service.

**Policy**

- 2.1 To ensure compliance with Section 4 of the Local Government and Housing Act 1989, the authority must appoint a Head of Paid Services
- 2.2 The Employment & Appointments Committee, consisting of the West of England Mayor, Mayor of Bristol and the Leaders of Bath & North Somerset and South Gloucestershire Councils, is responsible for recommending the appointment of the Head of Paid Service to the Combined Authority.
- 2.3 The pay range of the Chief Executive and posts reporting directly to that appointee are set by the Combined Authority through its pay policy statement.
- 2.4 The other main terms of employment for the Chief Executive are determined by reference to the Authority's general terms and conditions of employment (i.e. applicable to all staff) except where specific provisions (e.g. discipline, annual leave) are made by the Joint Negotiating Council (JNC) for Local Authorities Chief Executives.

**The report**

- 3.1 Having considered
  - the statutory duties assigned by the West of England Combined Order;
  - the continuing role of the West of England LEP; and
  - the financial constraints alongside the need for robust strategic and operational leadership capacitythe Authority's outline senior management structure, was approved by the Employment and Appointments Committee on 24 May 2017.

- 3.2 The post of Chief Executive/Head of Paid Service, within that structure, was advertised publicly in July supported by independent recruitment consultants. The selection panel (comprising the West of England Mayor, Mayor of Bristol and Leaders of Bath & North East Somerset and South Gloucestershire Councils) met and interviewed 5 candidates on 14 August 2017. These procedures took account of the requirement to ensure that the appointment of a Chief Executive/Head of Paid Services is made on merit as prescribed in Section 7(2) of the Local Government and Housing Act 1989 together with considerations set out in the Equality Act 2010.
- 3.3 Having taken account of obligations within Section 7(2) of the Local Government & Housing Act 1989 It is recommended Patricia Greer be appointed Chief Executive/Head of Paid Service on a 'spot' salary in accordance with the Authority's pay policy of £150,000.00 pa within the range £135,000 to £155,000 and other conditions of employment in accordance with those determined nationally by the Joint Negotiating Committee for Local Authorities' Chief Executives as supplemented by local agreement.

### **Other options considered**

- 4.1 None

### **Risks management/assessment**

- 5.1 Statutory responsibilities were pertinent are highlighted in the report. Under section 4 of the Local Government & Housing Act 1989, the Authority must designate one its officers as 'Head of Paid Service'.

### **Public Sector Equality Duties**

- 6.1 Before making a decision, section 149 of the Equality Act 2010 requires that each decision maker considers the need to promote equality for persons with the following 'protected characteristics' – age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision maker must therefore, have due regard to the need to:
- (i) Eliminate discrimination, harassment, victimisation and other conduct prohibited under the Equality Act 2010
  - (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to:
    - Remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
    - Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to account for disabled persons' disabilities;
    - Encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

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- (iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to:
- tackle prejudice; and
  - promote understanding

6.2 An Equalities Impact Statement has not been undertaken in relation to the proposed appointment of the Chief Executive/Head of Paid Service because it concerns an individual.

### **Consultation**

7.1 Recognised trade unions will be kept informed of decisions in respect of senior management arrangements and more generally in respect developing pay policy and general terms and conditions of employment.

### **Financial Implications**

8.1 The Authority Budget for 2017/18 was approved by the WECA on 15th March 2017 and included estimated costs for the Statutory Officer posts. Salary costs for the appointment identified in this report are in line with the assumptions made and can be met from the Approved Budget.

### **Legal Implications**

9.1 These are addressed in the report where relevant.

### **Environmental, Land & Property Implications**

10.1 None arising directly from this report.

### **Human Resources Implications**

11.1 The Human Resources matters are the subject of the report.

### **Recommendation:**

#### **That:**

**Patricia Greer be appointed Chief Executive/Head of Paid Service on a 'spot' salary of £150,000.00 within the range £135,000 to £155,000 in accordance with the Authority's pay policy and other conditions of employment in accordance with those determined nationally by the Joint Negotiating Committee for Local Authorities' Chief Executives as supplemented by local agreement.**

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**Appendices & Background Papers: None**

Any person seeking background information relating to this item should seek the assistance of the Contact Officer for the meeting, who is and who is available by telephoning Joanna Greenwood on 0117 428 6210. Writing to West of England Combined Authority Office, 3 Rivergate, Temple Way, Bristol BS1 6ER. Email: [Joanna.greenwood@westofengland.gov.uk](mailto:Joanna.greenwood@westofengland.gov.uk).