

WESTMORLAND AND FURNESS SHADOW SENIOR APPOINTMENTS
COMMITTEE

Minutes of a Meeting of the **Shadow Senior Appointments Committee** held on **Monday, 13 June 2022 at 10.00 am at South Lakeland District Council, 9a Lowther Street, Kendal**

PRESENT:

Cllr D Brook
Cllr H Carrick
Cllr A Jarvis
Cllr S Sanderson
Cllr V Taylor (Vice-Chair, in the Chair)
Cllr A Thomson
Cllr P Thornton

Officers in attendance:

Mrs J Currie	Democratic Services
Ms L Fisher	Interim Monitoring Officer (Westmorland and Furness)
Ms N Houwayek	Technical Lead – LGR
Mr S Lowe	Gatenby Sanderson
Ms CA Parkinson	Interim Monitoring Officer (Cumberland)

**PART I - ITEMS CONSIDERED IN THE PRESENCE
OF THE PUBLIC AND PRESS**

1. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor J Brook (substitute Councillor Jarvis).

2. DECLARATIONS OF INTEREST/DISPENSATIONS

There were no declarations of interest made on this occasion.

3. EXCLUSION OF PRESS AND PUBLIC

RESOLVED, that the press and public be excluded during consideration of Item No 4 Recruitment of the Chief Executive (Head of Paid Service) by virtue of Paragraph 1 of Part I of Schedule 12A of the Local Government Act 1972, as this report

contains exempt information relating to an individual; Paragraph 2 – information which is likely to reveal the identity of an individual and Paragraph 3 – information relating to the financial or business affairs of any particular person, (including the authority holding that information).

PART II - ITEMS NOT CONSIDERED IN THE PRESENCE OF THE PUBLIC AND PRESS

4. RECRUITMENT OF A CHIEF EXECUTIVE (HEAD OF PAID SERVICE)

Members considered a report from the Technical Lead LGR OD&HR Workstream, which informed them that the Structural Change Order required that each shadow authority must, before 31 December 2022, appoint a person to become, on and after that date, in the case of Westmorland and Furness Council, that Council's Head of Paid Service.

The designation relating to the Head of Paid Service could be aligned to any role in the Council. It was usual for these delegations to be held by the Chief Executive, as was the case in all the sovereign councils in Cumbria, and it was proposed that this be the case for Westmorland and Furness Council.

This report detailed context, proposals and recommendations for the Senior Appointments Committee in relation to the appointment of the Chief Executive (Head of Paid Service) and the impact on existing Chief Executives in the sovereign council.

The Shadow Authority Constitution for Westmorland and Furness provided that it was the Senior Appointments Committee that would undertake the selection process and make recommendations to the Shadow Authority on the appointment of the permanent Chief Executive (HoPS).

The Chair took members through each of the recommendations in the report, and asked for comment and feedback on these.

With reference to the role profile and job description members commented that geographical challenges and sparsity would be issues for Westmorland and Furness.

Members then considered the draft advert and made several comments and suggestions which the external recruitment partner noted. The final draft advert would be agreed with the Vice Chair before being published.

Given that there would only be two Chief Executives for the two new unitary authorities the Technical Lead asked members to consider an additional recommendation in relation to risk of redundancy for the current Chief Executive posts. This was agreed.

Members noted that the selection process and the Chief Executive post (up to 31 March 2023) would be funded from the Cumbria LGR Implementation Reserve.

RESOLVED, that the Senior Appointments Committee

- (1) Agree that the designation of Head of Paid Service be included in the role of Chief Executive;
- (2) Agree the appointment of Gatenby Sanderson as the external recruitment partner;
- (3) Agree the job description and person specification for Chief Executive;
- (4) Agree the timeline and process outlined in paragraphs 3.3.2 – 3.3.3 of the report, and delegate any final adjustments to the Technical Lead of the OD&HR Workstream, in consultation with the Chair and Vice Chair of the Senior Appointments Committee;
- (5) Confirm the amended advertising content and delegate any final adjustments to the Technical Lead of the OD&HR Workstream, in consultation with the Chair and Vice Chair of the Senior Appointments Committee;
- (6) Agrees the indicative salary in the region of £170k for the Chief Executive (Head of Paid Service) and a maximum of £8,000 towards relocation expenses, to be used for the purposes of recruitment. Final salary and allowances to be agreed at the Shadow Council meeting on 22 July;
- (7) Note that the current Chief Executives are at risk of redundancy and that as a consequence of this from today there will be
 - a) individual redundancy consultation, and
 - b) collective consultation with Trade Unions on TUPE measures, such consultation would continue as required up to 1 April 2023.

The meeting ended at 12.30 pm