

**REPORT OF THE STAFFING & REMUNERATION COMMITTEE**  
**No. 02/2021/22**

**FULL COUNCIL 27 April 2022**

Chair: Councillor Dhiren Basu

**1.APPOINTMENT OF THE CHIEF EXECUTIVE AND HEAD OF PAID SERVICE**

- 1.1 The position of Chief Executive and Head of Paid Service became vacant upon the resignation of Zina Etheridge. Staffing and Remuneration Committee had previously agreed interim arrangements, and Andy Donald commenced a fixed term contract with the Council in February 2022. The extraordinary full Council meeting on the 10<sup>th</sup> of January 2022 further approved these arrangements.
- 1.2 The recruitment campaign to appoint permanently to the post of Chief Executive and Head of Paid Service commenced in February 2022 with a high-profile advert and executive search. This produced a long list of candidates. Following technical assessment, the Member Panel shortlisted four candidates who proceeded to assessment centres, stakeholder panels and final interview. A final Interview Panel took place on 11 April 2022 including Councillors: Basu, Ahmet, Davies and Cawley-Harrison.
- 1.3 The Staffing and Remuneration Committee met in person on the rise of the Interview panel and included Cllr Ahmet ,Cllr Davies and Cllr Cawley- Harrison. The Chair had provided apologies in accordance with CSO 53 &54, Cllr Ahmet substituted. This was in accordance with CSO 55 and 56 and Cllr Ahmet was also elected to chair the proceedings in accordance with CSO 22.The Committee accepted the recommendation of the Member Panel and agreed to recommend to Full Council the appointment of Andy Donald to the post of Chief Executive and Head of Paid Service.
- 1.4 This is in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution, which states that the Staffing and Remuneration Committee is required to recommend that Full Council approve the appointment to the post of Chief Executive and Head of Paid Service, following the recommendation of the Member Panel.
- 1.5 The Committee agreed that subject to full Council approval as set out at (1.4) above, the salary for this candidate would be on the Chief Executive's salary range as agreed by Council in the Pay Policy Statement at level HA2 point 5 which was £208,278.
- 1.6 Subject to full Council approval as set out above at (1.4), Andy Donald would transfer from a fixed term contract of employment to a permanent contract of employment.
- 1.7 The Officer Employment Procedure Rules and regulations above provide that the Council may appoint provided no objections have been received from any member of the Cabinet. No such objection has been received.

## **2.WE RECOMMEND**

That Full Council approve the appointment of Andy Donald to the to the post of Chief Executive and Head of Paid Service as outlined above.