

DECISION-MAKER:	COUNCIL		
SUBJECT:	APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE		
DATE OF DECISION:	17 th JULY 2013		
REPORT OF:	HEAD OF LEGAL, HR AND DEMOCRATIC SERVICES		
<u>CONTACT DETAILS</u>			
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STATEMENT OF CONFIDENTIALITY

N/A

BRIEF SUMMARY

The previous Chief Executive and Head of Paid Service, Alistair Neill resigned his position with the Council in March 2013. This report recommends to Full Council his successor

RECOMMENDATIONS:

- (i) To approve the appointment of Dawn Baxendale to the position of Chief Executive and Head of Paid Service at Southampton City Council; and
- (ii) That the Head of Legal, HR and Democratic Services be given delegated authority to take any further action necessary to give effect to the contents of this report

REASONS FOR REPORT RECOMMENDATIONS

1. The resignation of the Chief Executive and Head of Paid Service in March 2013 and the necessity to appoint to this position

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. N/A

DETAIL (Including consultation carried out)

3. Following the resignation of the former Chief Executive in March, the Council appointed Dawn Baxendale as interim Chief Executive and Head of Paid Service until a successor could be appointed.
4. Subsequent to this appointment, Berwick Partners were appointed as the Council's consultants for the purpose of this recruitment

5. The Chief Officer Employment Panel convened on 22nd May 2013. This, and subsequent meetings, were either attended by the Director of Corporate Services, Head of Legal, HR and Democratic Services, Head of Strategic HR, Democratic Services Officer and recruitment consultants as appropriate.
6. At the meeting on the 22nd May 2013, the consultants presented details of applicants for the post of Chief Executive. Following scrutiny of these the Panel agreed a long list for further consideration.
7. The Panel reconvened on 11th June 2013 and after careful consideration and due diligence the Panel agreed a short list of four candidates for Panel interview
8. The final stages of the process were carried out by the consultants following the meeting, including agreed psychometric testing by the consultants, a city tour and a 'meet and greet' for Members, selected Partners and Senior Council Officers.
9. The Panel carried out individual interviews on 25th June 2013.
10. A decision was made to recommend to Full Council that Dawn Baxendale is appointed as Chief Executive and Head of Paid Service at Southampton City Council. Dawn Baxendale is currently the interim Chief Executive of the Council.
11. Following that, in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 as set out in the Council's Constitution (Officer Employment Procedure Rules) an opportunity to object to the recommendation was sent to all Members of the Executive. No objections have been received.

RESOURCE IMPLICATIONS

Capital/Revenue

The remuneration for the Chief Executive will be met from existing budgets and will be in accordance with the Council's existing Chief Officer Pay Rates for the Chief Executive.

Property/Other

N/A

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

Local Government Acts 1972, 2000 and the Local Government (Standing Orders) (England) Regulations 2001

Other Legal Implications:

N/A

POLICY FRAMEWORK IMPLICATIONS

N/A

KEY DECISION? No

WARDS/COMMUNITIES AFFECTED:	None
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SUPPORTING DOCUMENTATION

Appendices

1.	None
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Documents In Members' Rooms

1.	None
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Equality Impact Assessment

Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out.	No
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Other Background Documents

Equality Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
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1.	N/A	
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