

DECISION-MAKER:	COUNCIL		
SUBJECT:	APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE AND RETURNING OFFICER		
DATE OF DECISION:	29th January 2025		
REPORT OF:	COUNCILLOR FIELKER LEADER OF THE COUNCIL		
<u>CONTACT DETAILS</u>			
Executive Director:	Title	Executive Director of Enabling Services	
	Name:	Mel Creighton	Tel: 023 8083 3000
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Author:	Title	Director of People and Organisational Culture	
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STATEMENT OF CONFIDENTIALITY			
This report replaces the original previously published exempt report given all parties and the Monitoring Officer have agreed it should no longer remain confidential in accordance with the Access to Information Procedure Rules within the Constitution.			
BRIEF SUMMARY			
Following the resignation and departure of the permanent Chief Executive in January 2024 the Council has had an Interim Chief Executive in post whilst undertaking the process for the permanent appointment to the role.			
There are both legal and constitutional requirements which must be observed when appointing a chief and/or statutory officer and the process fell to the Chief Officer Employment Panel (COEP) to interview and recommend the appointment to full Council.			
COEP met on 20th January 2025 and reconvened on 21 st January 2025 and resolved to recommend the appointment of the preferred candidate, Jillian Kay, as the permanent Chief Executive, subject to satisfactory references. As the statutory role of Head of Paid Service and Returning Officer can only be appointed to by full Council, this is being brought to Council for a formal decision.			
RECOMMENDATIONS:			
	(i)	Subject to final employment checks to appoint the preferred candidate, Jillian Kay, to the position of Chief Executive, Head of Paid Service and Returning Officer with effect from a date to be agreed after consultation with the Leader of the Council.	
REASONS FOR REPORT RECOMMENDATIONS			
1.	The permanent Chief Executive, Head of Paid Service and Returning Officer will replace the current interim postholder and will both lead and be part of the Executive Management Board and Improvement Board. The combined		

	position will provide focused leadership for the organisation, with delivery of the transformation plan and being the officer lead for devolution and Local Government Reorganisation within the Council.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	The option to not appoint to the permanent post was rejected at this time as a preferred candidate meeting the criteria was selected by COEP.
DETAIL (Including consultation carried out)	
3.	<p>Following the departure of the permanent Chief Executive in January 2024, it was agreed with the Leader of the Council, after consultation with the Chair of the Improvement Board, to urgently secure an interim external appointment to the post of Chief Executive and Head of Paid Service for the immediate period, to lead the organisation through its urgent and substantial transformation programme. As the original remit of the interim Chief Executive has been fulfilled and before the fixed term contract comes to an end, a permanent appointment recruitment campaign has been undertaken to recruit to the Chief Executive vacancy to provide ongoing stability and leadership.</p> <p>Interviews of the short-listed candidates were held on the 20th January 2025 and having carefully considered the candidates the decision of the COEP was to recommend Jillian Kay to full Council for ratification.</p> <p>Subject to the above and completion of post interview employment checks, Jillian Kay will be invited to take up the role of Head of Paid Service and Returning Officer following completion of a three months' notice period ie circa the end of April 2025. There will be a handover period between the interim and new permanent Chief Executive to enable the transition and continued leadership and focus on the areas of improvement.</p>
4.	Should Council not ratify the recommendation the position will be reviewed.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
5.	Costs will be met within existing budgets.
<u>Property/Other</u>	
6.	N/A
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
7.	Section 4(1)(a) Local Government and Housing Act 1989 and the Local Government (Standing Orders) (England) Regulations 2001 as amended.
<u>Other Legal Implications:</u>	
8.	None
RISK MANAGEMENT IMPLICATIONS	

9.	None
POLICY FRAMEWORK IMPLICATIONS	
10.	None
KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	None
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	None
Documents In Members' Rooms	
1.	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	No
Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.	No
Other Background Documents	
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)
1.	None