

Employment of Head of Paid Service– Recommendation

SUMMARY

- 1.1 The current Chief Executive, Adam Wilkinson, was appointed by Council on a five year fixed term contract, which is due to expire on 26 July 2014.
- 1.2 Options post expiry of this fixed term contract have been discussed by the current membership of the Chief Executive’s Performance Appraisal Panel, as a balanced member panel, and subsequent discussions have been held with the current postholder.
- 1.3 Negotiations to renew the contract with the current Chief Executive, on mutually acceptable terms, have been successfully concluded.
- 1.4 Council approval is now required to formalise the details of the employment contract.

RECOMMENDATION

- 2.1 To approve that the current postholder’s fixed term contract is extended for a further 3 years to run until 26 July 2017, on the same salary and terms and conditions, with an option to renew for a further 2 years at that point, on the same terms and conditions, until 26 July 2019.
- 2.2 The decision to renew would be dependent upon the satisfactory achievement of specific objectives, which will be set and monitored through the Chief Executive’s Formal Performance Appraisal Process.

REASONS FOR RECOMMENDATION

- 3.1 To ensure a quality appointment is made to enable Derby City Council to continue to achieve its objectives, strengthen its position as a benchmark local authority and is best placed to meet the challenges in the Local Government Sector.

SUPPORTING INFORMATION

- 4.1 Derby City Council has strengthened its position as one of the leading local authorities in the country under the current Chief Executive's leadership, has responded well to the unprecedented challenges of the last four years and has ambitious plans for continuing to build on these experiences, to address the new priorities for the city over the next five years.
- 4.2 The current postholder has demonstrated the vision, commitment and drive needed to deliver success for the city and has developed a strong partnership ethos with key city stakeholders.

OTHER OPTIONS CONSIDERED

- 5.1 The option of deleting the post of Head of Paid Service has been dismissed, given that the local authority will face unprecedented challenges in the changing landscape of local government and public sector services, during the remainder of this decade and the continuing need for a strong regional presence, to champion the regeneration of the City in the face of both regional and national competition.
- 5.2 The option of sharing the services of a Head of Paid Service with another local authority has been considered, but dismissed, as this could only be a viable option for Derby if a suitably comparable and complementary partner could be secured. The Leader of the Council has not identified any suitable, viable opportunities for a partnership on this basis.

This report has been approved by the following officers:

Legal officer	Janie Berry, Director of Legal and Democratic Services
Financial officer	
Human Resources officer	Karen Jewell, Director of HR and Business Support
Estates/Property officer	
Service Director(s)	
Other(s)	Roger Kershaw, Strategic Director of Resources

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Background papers:	None
List of appendices:	Appendix 1 – Implications

IMPLICATIONS

Financial and Value for Money

- 1.1 The current remuneration package is reflective of comparable reward packages for comparable local authority posts and the recommendation not to review the remuneration package, which has been effective since 2009, reflects similar trends nationally on renewal of Chief Executives' contracts.

Legal

- 2.1 The Council's Constitution and Pay Policy requires Council approval for any amendments to the employment contract of the Head of Paid Service.

Personnel

- 3.1 The current postholder has acquired permanent employee rights by virtue of the tenure of his current contract.

Equalities Impact

- 4.1 None arising directly from this report

Health and Safety

- 5.1 None arising directly from this report

Environmental Sustainability

- 6.1 None arising directly from this report

Property and Asset Management

- 7.1 None arising directly from this report

Risk Management

- 8.1 Ref. 3.1 above.

Corporate objectives and priorities for change

9.1 All.