



# Public Document Pack


## Southend-on-Sea City Council

Executive Director (Strategy, Change and Governance):

Stephen Meah-Sims

 Civic Centre, Victoria Avenue, Southend-on-Sea, Essex SS2 6ER

 01702 215000

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17 November 2023

Dear Councillor

### **COUNCIL MEETING - MONDAY, 20TH NOVEMBER, 2023**

Please find enclosed, for consideration at the special meeting of the Council taking place on Monday, 20th November, 2023, the report of the Executive Director (Strategy & Change) regarding the Appointment of Chief Executive that was unavailable when the agenda was printed.

**Tim Row**

Principal Democratic Services Officer

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**Meeting:** Council  
**Date:** 20<sup>th</sup> November 2023  
**Classification:** Part 1  
**Key Decision:** N/A  
**Title of Report:** **Appointment of new Chief Executive**

**Executive Director:** Claire Shuter, Executive Director (Strategy and Change)  
**Report Author:** Sue Putt, Head of People and Organisation  
**Executive Councillor:** Councillor Cox

## **1. Executive Summary**

- 1.1. To seek the Council's approval to the appointment of a new Chief Executive having regard to the recommendation of the Appointments and Disciplinary Committee, following the recruitment and selection process undertaken by the Committee.

## **2. Recommendations**

**It is recommended that Council:**

- 2.1 **That the Council approves the appointment of Colin Ansell to the post of Chief Executive, Head of the Council's Paid Service, Returning Officer and Electoral Registration Officer in accordance with the recommendation of the Appointments and Disciplinary Committee, subject to the completion of normal pre-employment checks.**
- 2.2 **That authority be delegated to the Executive Director (Strategy and Change), in consultation with the Leader of the Council, to deal with the pre-employment checks, finalise the conditions of employment and start date and offer the post to Colin Ansell.**

## **3. Background**

- 3.1 The members of the Appointments and Disciplinary Committee agreed the arrangements for the recruitment and selection process for the appointment of a new Chief Executive.
- 3.2 In accordance with the requirements in the Council's Constitution, the Appointments and Disciplinary Committee undertook the formal elements of the recruitment and selection process for the new Chief Executive with independent external advice through-out from Penna.

The position was advertised nationally and the timetable was as follows:

- 20 October 2023 – shortlist of applicants agreed by members of the Appointments and Disciplinary Committee.
- Weeks commencing 23 and 30 October 2023 technical interviews and profiles completed for shortlisted applicants. A series of 1-2-1 meetings were also held with the candidates and Group Leaders.
- 15 November 2023 – A full range of stakeholders panels undertaken with shortlisted applicants.
- 16 November 2023 – Applicants interviewed and a recommendation of appointment from the Appointments and Disciplinary Committee.

3.3 Following the conclusion of the recruitment and selection process, at the meeting of the Appointments and Disciplinary Committee held on 16 November 2023, the Committee made a recommendation to Council that Colin Ansell, currently Corporate Director of Adults, Health, Strategy and Change at London Borough of Newham (and was Interim Chief Executive at Newham from April 2022 to September 2023) should be appointed to the post of Chief Executive, Head of the Council's Paid Service, Returning Officer and Electoral Registration Officer, subject to the completion of normal pre-employment checks.

3.4 In accordance with the provisions of the Local Authorities (Standing Orders) (England) Regulations 2001 as amended ("The Regulations"):

(a) the power to approve the appointment of the Head of the Council's Paid Service must be exercised by the full Council itself and cannot be delegated; and

(b) The Council must incorporate in its Constitution the provisions set out in Part II of schedule 2 to the Regulations: Such provisions are duly incorporated in the Officer Employment Procedures in Part 4h.

These provisions include:

- A requirement for the Council to approve the appointment of the Head of Paid Service before an offer of appointment is made; and
- A requirement that no offer of appointment can be made until the Cabinet members have been notified of the proposed appointee and given the opportunity to object to the making of an offer of employment.

I can confirm that such consultation with Cabinet members has been undertaken and the Leader has confirmed that neither he, nor any other member of the Cabinet, has any objection to the making of the offer.

#### **4. Reasons for recommendations**

4.1. To ensure the Council complies with the requirements of sections 4 and 7(1) of the Local Government and Housing Act 1989 to appoint a Head of Paid Service and to ensure the appointment is made on merit.

**5. Other Options**

5.1. To not approve the appointment.

**6. Financial Implications**

6.1 The salary applicable to this position is within the budgeted salary range and therefore there are no additional financial implications.

**7. Legal Implications**

7.1. The legal implications are set out Sections 3.4 and 4.1 of this report.

**8. Policy Context**

8.1 Effective strategic leadership of the workforce is required to deliver the Council's vision, Corporate Plan and priorities.

**9. Carbon Impact**

9.1. None.

**10. Equalities**

10.1. As required by the Council's Human Resources Policies for recruitment.

**11. Consultation**

11.1. As detailed in Section 3.4, Cabinet members have been consulted.

**12. Appendices**

12.1. None.

**13. Report Authorisation**

<b>This report has been approved for publication by:</b>		
	<b>Name:</b>	<b>Date:</b>
S151 Officer	Joe Chesterton	16/11/23
Monitoring Officer	Kim Sawyer	16/11/23
Executive Director(s)	Claire Shuter	16/11/23
Relevant Cabinet Member(s)	Councillor Cox	16/11/23

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