

# COUNCIL

## URGENT BUSINESS Extension of the Chief Executive Interim Appointment 26 June 2019

### Report of the Chief Executive Recruitment Committee

#### PURPOSE OF REPORT

To seek approval for an extension to the current interim arrangements for the Council's Chief Executive.

**This report is public.**

#### RECOMMENDATIONS OF THE COMMITTEE

- (1) **That the fixed term appointment of Kieran Keane as the Council's Chief Executive is extended by one year, to 31<sup>st</sup> October 2020.**

##### 1.0 Introduction

- 1.1 The Chief Executive Recruitment Committee was established by Council on 19 December 2018 as an ad hoc proportionally balanced committee of 9 members. to take decisions on all practical recruitment arrangements for the Chief Executive role, as well as to agree any interim arrangements.
- 1.2 In January 2019, the Committee recommended to full Council that Kieran Keane be appointed to the Chief Executive role for the period to 31<sup>st</sup> October 2019, to allow sufficient time for the recruitment process for a permanent appointment to take place.
- 1.3 The process for permanent recruitment started in February 2019, with the support of Penna, a professional executive search firm.

##### 2. Progress to Date

- 2.1 The recruitment process for the permanent appointment reached the stage where applications were sought by Penna through both an executive search process as well as traditional advertising.
- 2.2 Following the local elections, and upon the appointment of new members to the Committee, it was decided at the first new Committee meeting of 4<sup>th</sup> June 2019 to pause the permanent recruitment process. This decision was taken in light of the scale of change within elected members and leadership of the Council,

and the reluctance to press ahead with a recruitment process which could then bring a new Chief Executive and potentially even more change. The Committee resolved that a period of time is required within the council to allow for new members to bed into their roles, and that stability within the Council in the medium term is important to enable council to function correctly, and to give continuity to the council's key projects.

- 3.2 Given that the current Chief Executive applied for the permanent role, it was proposed and agreed by the Committee that consideration should be given to extending his interim appointment by a further period. It was also agreed that before making any decision, the Committee should invite the Chief Executive to a formal interview. On that basis, Penna were informed that there was to be a delay to the recruitment process to allow for internal decision making about the process, given the substantial change in council membership.
- 3.4 Mr Keane was interviewed by the committee on 18<sup>th</sup> June 2019. Following that interview, the Committee agreed that they would wish to extend his appointment in the Chief Executive role, by an additional year, which would leave him in the post until 31 October 2020.
- 3.5 The Committee were satisfied that Mr Keane is already achieving success in the role, and were of the belief that he could carry out the role well until a permanent replacement is found.
- 3.6 In recommending his appointment, the Committee would wish to see the recruitment process start in March 2020 for a permanent appointment to the Chief Executive role.

#### **4.0 Conclusion**

- 4.1 Council is asked to approve the Committee's recommendation to extend Kieran Keane's fixed term contract for the role of Chief Executive to 31<sup>st</sup> October 2019.

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| <b>CONCLUSION OF IMPACT ASSESSMENT</b><br><b>(including Health &amp; Safety, Equality &amp; Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)</b> |
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| No impact |
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| <b>LEGAL IMPLICATIONS</b> |
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| Paragraph 4(1) of Schedule 1, Part II of the Local Authorities (Standing Orders) (England) Regulations 2001 requires the Council to approve the appointment of the Head of the Paid Service before an unconditional offer of appointment is made. |
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| <b>FINANCIAL IMPLICATIONS</b> |
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| Penna have been appointed to support the Council with the recruitment process, and some costs have now been incurred as a result of their work. If Council approve the recommendation, then the amount paid to Penna so far, of circa £13,000, will be lost. The total cost, had we gone through the full process, would be circa £20,000, which would be payable again in 2020 when the recruitment process commences. |
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**OTHER RESOURCE IMPLICATIONS****Human Resources:**

None.

**Information Services:**

None.

**Property:**

None.

**Open Spaces:**

None.

**SECTION 151 OFFICER'S COMMENTS**

As this is a Statutory Officer post it is essential that provision is made to ensure continuation of those duties. Should Members agree to the recommendation recruitment costs £13K already accrued would be met from existing budgets.

**MONITORING OFFICER'S COMMENTS**

The Monitoring Officer has been consulted and has no further comments to make.

**BACKGROUND PAPERS**

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