

CHIEF EXECUTIVE RECRUITMENT COMMITTEE

Proposal to extend the contract of the Interim Chief Executive

28 July 2020

Report of the Head of HR

PURPOSE OF REPORT

To consider a proposal to grant an extension to the contract of the current Interim Chief Executive for the reasons set out in the report.

This report is public.

RECOMMENDATION

- (1) To consider an extension to the current contract of the Interim Chief Executive and to remove the word 'Interim' from the job title.

1.0 Introduction

- 1.1 Prior to the start of the Covid 19 pandemic there was a plan in place to review the extension of the current Interim Chief Executive, or to commence with a permanent recruitment process.
- 1.2 The pandemic started just as the process commenced and had to be placed on hold as of 31st March 2020.
- 1.3 The current Interim Chief Executive's contract is due to end on 31st October 2020.
- 1.4 There is a pressing need therefore to put in place measures to ensure the Council can fulfil its statutory duty and have a Head of Paid Service after this date.

2. Proposal

- 2.1 Members should be aware that timescales would not now allow for the successful recruitment of a permanent Chief Executive to the role before the current contract comes to an end in October 2020.
- 2.2 Members are also reminded of the highly proficient management of the Council during existing tenure, and it is proposed that the current contract be

extended for a further period to 31st March 2022.

- 2.3 It is also proposed to remove of the word “Interim” from the job title. The tenure would be a total of 3 years and interim is usually used for a short-term position.

3.0 Conclusion

- 3.1 The Chief Executive Recruitment Committee is asked to approve the proposal to extend the current contract to 31st March 2022. This would ensure continuity of management of the council during the recovery phase of the pandemic and would also allow sufficient time for the recruitment process to the permanent role.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)
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N/A.

LEGAL IMPLICATIONS

The Council must have in place a Head of Paid Service.

FINANCIAL IMPLICATIONS

The budget for CERC recruitment is still in place for when it is required.

OTHER RESOURCE IMPLICATIONS

Human Resources:

As set out in the report.

SECTION 151 OFFICER’S COMMENTS

The s151 Officer has been consulted and has no comments to add.

MONITORING OFFICER’S COMMENTS

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

BACKGROUND PAPERS

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