

**Title of meeting:** Extraordinary Full Council

**Date of meeting:** 20 June 2023

**Subject:** Commencing Salary for the post of Chief Executive Officer (Head of Paid Service)

**Report by:** Director of Corporate Services

**Wards affected:** N/A

**Key decision:** No

**Full Council decision:** Yes

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**1. Purpose of report**

The purpose of this report is to seek Council's approval to make an appointment to the post Chief Executive Officer (Head of Paid Service) at a salary in excess of £100,000 p.a.

**2. Recommendations**

Council is recommended to:

- (i) Approve the commencing salary for the post Chief Executive Officer (Head of Paid Service)
- (ii) Record thanks to Mr David Williams for his long service to the council and wish him the very best for the future.

**3. Background**

**3.1** On 15 February 2023 the Employment Committee agreed to establish an Appointments Sub-Committee to seek to recruit to the post of Chief Executive (Head of Paid Service). It was fully appreciated by the Appointments Sub-Committee that the grade for the post would exceed the £100,000 threshold in the Council's Pay Policy Statement, over which appointments have to be approved by Full Council.

**3.2** The Appointments Sub-Committee further recognised that current market conditions would make this post challenging to fill with a candidate with the requisite experience and skills within the Council's normal pay bands. It was therefore agreed to go to market based on comparable market data in the first instance and, if successful in identifying a suitable candidate, then go to Full Council to confirm the appointment.

- 3.3 The market pay data selected to determine the salary rate advertised was based on pay benchmarking data from other local authorities that are comparable based on the type of local authority (unitary council) and/or geographical location (South East of England).
- 3.4 Following a comprehensive candidate search undertaken by Starfish (our selected recruitment partner) and an extensive advertising campaign, technical interview and extensive stakeholder engagement the Appointments Sub-Committee met on 8 June 2023 and conducted panel interviews to select a successful candidate for recommendation to Full Council.
- 3.4 Subject to Council's approval, terms have been agreed with the candidate and Council is now asked to approve the salary of £180,000 to complete the appointment to the post of Chief Executive Officer (Head of Paid Service).

**4. Integrated impact assessment**

An Equalities Impact Assessment is not required for this report as the recommendations do not have a disproportionate negative impact on any of the specific protected characteristics as described in the Equality Act 2010 for the following reasons:

Organisational change and recruitment is covered by existing council policies which are subject to ongoing review and IIA.

**5. Legal implications**

Council's constitutional position is that it must agree the appointment to new posts where the proposed salary is in excess of £100,000 threshold in the Council's Pay Policy Statement as in this case. The selection and recommendation of the individual to undertake that role is delegated to the Employment Committee or its appointments sub-committee.

**6. Director of Finance's comments**

The cost of the appointment to this post is contained within the approved budget.

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Signed by:

**Appendices:** None.

**Background list of documents: Section 100D of the Local Government Act 1972**

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
None	

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The recommendation(s) set out above were approved/ approved as amended/ deferred/  
rejected by ..... on .....

.....  
Signed by: