

BRECKLAND COUNCIL

Report of the Director of Corporate Resources to the FULL COUNCIL COMMITTEE – 12 August 2010

BRECKLAND STAFF APPOINTMENT PANEL - APPOINTMENT OF JOINT CHIEF EXECUTIVE

1. Purpose of Report

- 1.1 This report outlines for the Full Council the outcome of the Staff Appointment Panel held on 26 July 2010.

2. Recommendations

It is recommended that the Council/Committee:

- 2.1 To approve the recommendation from the Staff Appointment Panel to appoint Terry Huggins as Chief Executive and Head of Paid Service in a joint arrangement with South Holland District Council.
- 2.2 To reinstate Mr Mark Stokes as Deputy Chief Executive from 12 August 2010 and to note that he will continue as Electoral Registration Officer and Returning Officer.
- 2.3 For authority to be given to the Leader of the Council, in his role of Chairman of the Staff Appointment Panel, to negotiate and subsequently enter into an agreement with South Holland District Council for the supply of Mr Huggins' services as joint Chief Executive of the two authorities.

Note: In preparing this report, due regard has been had to equality of opportunity, human rights, prevention of crime and disorder, environmental and risk management considerations as appropriate. Relevant officers have been consulted in relation to any legal, financial or human resources implications and comments received are reflected in the report.

3. Information, Issues and Options

3.1 Background

- 3.1.1 The Cabinet received a report, as an item of urgent business, to their meeting on 20th July, 2010. The report explained the opportunity which had arisen to work with South Holland District Council and establish a joint chief executive and management arrangement. As this was taken as an item of urgent business, the background and issues are restated in **Appendix 1**.

- 3.1.2 A staff appointment panel was held on 26 July 2010 to consider appointing Terry Huggins as Breckland Chief Executive and Head of Paid Service.

- 3.1.3 The Appointment Panel membership was:

Mr J.W Nunn (Chairman)

Lady Fisher

Mr P.D Claussen

Mr R. Duffield

Mr W.H.C Smith

Mr A. Stasiak

Mr S.Askew

Mr P. Balaam (substitute for Mr R. Goreham)

Mrs S.Matthews (Substitute for Mr M. Kiddle-Morris)

Apologies were received from Mr R. Goreham and Mr M. Kiddle-Morris.

3.2 Issues

- 3.2.1 Breckland Council currently have a vacancy for a Chief Executive and an opportunity has arisen to enter into an arrangement with South Holland District Council for the supply of Mr Huggins' services as joint Chief Executive of the two authorities.
- 3.2.2 At no point would Terry Huggins become an employee of Breckland Council. He would remain an employee of South Holland District Council at all times on his existing terms and conditions of employment.
- 3.2.3 Breckland Council will be invoiced for the monthly fixed costs of the arrangement by South Holland District Council.
- 3.2.2 Mark Stokes has been appointed as interim Chief Executive and a recommendation is made that he returns to his substantive role of Deputy Chief Executive, Electoral Registration Officer and Returning Officer with effect from 12th August 2010.

3.3 Options

- 3.3.1 To approve the Appointment Panel recommendation to appoint Terry Huggins as Chief Executive and Head of Paid Service.
- 3.3.2 To recommence Breckland's process to recruit its own Chief Executive. This option would be considerably more expensive and not provide the same opportunity to achieve further savings. It would be contrary to the encouragement of the Secretary of State to make such savings.
- 3.3.3 To consider working with an alternative local authority to South Holland. However, our experience informs us that a common purpose and shared vision are most important in such arrangements. The Executive Boards of both Councils are recommending joint working because they believe this to be the case. No other alternative satisfying this criteria is available.

3.4 Reasons for Recommendation(s)

- 3.4.1 The recommendation to appoint Terry Huggins as Chief Executive and Head of Paid Service is to allow the authority to be provided with the leadership required and the opportunity to develop a shared service arrangement with South Holland Council.
- 3.4.2 In order to appoint Terry Huggins it is necessary that Mark Stokes returns to his substantive post of Deputy Chief Executive, Electoral Registration Officer and Returning Officer.

4. Risk and Financial Implications

4.1 Risk

- 4.1.1 The main risk associated with this arrangement is that the arrangement does not meet the requirements of Breckland Council. This will be mitigated by close working between the Breckland and South Holland Senior Management Teams, Executive Committees and Full Councils.

4.2 Financial

- 4.2.1 Breckland will pay a monthly fixed contribution to South Holland for Terry Huggins' services under the terms of contract between the two authorities. This equates to half the employment costs of Mr Huggins. Mr Huggins' salary with South Holland District Council for carrying out the joint role will be within the BDC salary band for Chief Executive. Additionally expenses for his activities which are of shared benefit to both authorities will also be halved and invoiced on a monthly basis.
- 4.2.2 Savings to the Council will initially be in the reduced cost of senior management and subsequently through the joining up of services and sharing of resources.

5. Legal Implications

- 5.1 The appointment of Chief Executive and Head of Paid Service is one made by the full Council. The Chief Executive services will be provided under the terms of a contract between South Holland and Breckland Councils. This contract provides for termination by either party with due notice.

6. Other Implications

- a) Equalities: None.
- b) Section 17, Crime & Disorder Act 1998: None.
- c) Section 40, Natural Environment & Rural Communities Act 2006: None.
- d) Human Resources: None.
- e) Human Rights: None.
- f) Other: [e.g. Children's Act 2004] None.

7. Alignment to Council Priorities

- 7.1 All

8. Ward/Community Affected

- 8.1 All

Background Papers

*Opportunities with South Holland District Council
Cabinet Report - 20th July 2010*

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Key Decision Status (Executive Decisions only):

Appendices attached to this report:

Overview of the report received by Cabinet at their meeting on 20 July 2010.