

BRECKLAND DISTRICT COUNCIL

Report of the Assistant Director of Democratic Services

To: Full Council: 24 January 2013

(Author: Vicky Thomson, Assistant Director of Democratic Services)

Subject: Appointment of Interim Shared Chief Executive

Purpose: To approve the appointment of Trevor Holden as Interim Chief Executive and Head of Paid Service.

Recommendation(s):

To approve the appointment of Trevor Holden as Interim Chief Executive and Head of Paid Service in a joint arrangement between South Holland District Council, Breckland Council and Luton Borough Council, for an estimated period of 3 months, or until such time as an alternative is agreed.

1.0 BACKGROUND

- 1.1 On 31 January 2013, Mr Terry Huggins will be leaving his post as shared Chief Executive of Breckland Council and South Holland District Council. He holds the statutory appointment of "Head of Paid Service" at both Councils.
- 1.2 A number of options are available to the Councils. These include recruiting a replacement for Mr Huggins on a like for like basis, seeking a third partner to enter into the shared management arrangement and agreeing a Chief Executive for the new 3 way share, an internal senior management staff restructure.
- 1.3 Since Mr Huggins announced his departure the Leaders of the two authorities have been in discussion. Both authorities had agreed in principle the sharing of the managers group across three authorities last year with Great Yarmouth. The Leaders believe that the absence of an "in post" Chief Executive may make sharing with a neighbouring or other nearby authority more attractive and they have had informal discussions with other Leaders. It has become clear that whilst there is interest in a three way share no other authority is going to be ready to commit to this before Mr Huggins leaves. It is therefore proposed that a person be appointed as interim Chief Executive to allow for this opportunity to be fully explored and only if no other partner comes forward to give time for the recruitment of a replacement Chief Executive.
- 1.4 There are a number of organisations who specialise in identifying and placing interim managers but before approaching these, the Leaders considered if there was a better and perhaps more innovative way of appointing a joint interim Chief Executive. Mr Trevor Holden is the Chief Executive of Luton Borough Council. Formerly he was Chief Executive at Breckland Council and he has followed the development of the shared arrangement with interest. The Leaders believed that if both he and Luton Borough were willing he would be able to carry out an interim shared appointment. He would require less induction into the shared arrangement than others and would trial on an

interim basis what would be a innovative way of working. This would also enable Luton Borough to make a saving on the cost of his salary. Discussions were held with the Leader of Luton Borough and Mr Holden and subject to formal agreement from their Council Meeting on 15 January 2013 they are agreeable to an interim arrangement, initially for three months.

- 1.5 Mr Trevor Holden will remain as an employee of Luton Borough Council and will be seconded to work for Breckland and South Holland District Councils. At no point will he become an employee of either South Holland District Council or Breckland Council. Breckland and South Holland will jointly pay Luton Borough the equivalent of two days per week salary with on costs. They will also share expenses associated with the arrangement. Breckland Council and South Holland District Council will be invoiced for the monthly fixed costs of the arrangement by Luton Borough Council.
- 1.6 The proposed arrangement relates solely to the post of Chief Executive and not to the sharing of other senior management posts.

2.0 **OPTIONS**

- 2.1 To approve the appointment of Mr Trevor Holden as Interim Chief Executive and Head of Paid Service.
- 2.2 To recruit an interim Chief Executive through a suitable agency.
- 2.3 To continue with existing senior managers whilst a permanent replacement is recruited.

3.0 **REASONS FOR RECOMMENDATIONS**

- 3.1 The recommendation to appoint Mr Trevor Holden as Interim Chief Executive and Head of Paid Service is to allow the authority to continue to be provided with the leadership required and whilst retaining the opportunity to explore all options for a permanent appointment.

4.0 **EXPECTED BENEFITS AND TIMELINES**

- 4.1 The interim arrangement will lead to some modest savings on the Chief Executive salary whereas more traditional interim arrangements are often more expensive. The real benefit will be the opportunity to thoroughly explore the options for a three way shared management arrangement with another local authority. If achieved, this will produce sustainable savings in senior management costs.
- 4.2 Within the initial three months term of appointment it is anticipated that:
1. Councillors will be consulted upon a three way joint shared management arrangement with another as yet unidentified local authority
 2. In the event of (1) not being possible arrangements will be in hand for the recruitment of a replacement joint Chief Executive
 3. The effectiveness of the interim arrangement will be assessed and its suitability to continue whilst either 1 or 2 are completed.

5.0 IMPLICATIONS

5.1 Constitution & Legal

5.1.1 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, Breckland and Luton Borough Council. This contract provides for termination by either party with due notice.

5.2 Financial

5.2.1 Breckland Council and South Holland District Council will pay a monthly fixed contribution to Luton Borough Council for Mr Trevor Holden's services under the terms of contract between the three authorities. This equates to the employment costs of Mr Holden. Additionally expenses for his activities which are of shared benefit to both authorities will also be shared and invoiced on a monthly basis.

5.3 Risk Management

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

6.0 WARDS/COMMUNITIES AFFECTED

6.1 All wards are potentially affected by this decision.

Lead Contact Officer

Name/Post: Vicky Thomson, Assistant Director - Democratic Services
Telephone Number: 0782 784 3173
Email: vicky.thomson@breckland-sholland.gov.uk

Key Decision: No