

 the low tax borough	London Borough of Hammersmith & Fulham COUNCIL 23 OCTOBER 2013
APPOINTMENT OF HEAD OF PAID SERVICE	
Report of the Appointments Panel	
Open Report	
Classification: For Decision Key Decision: No	
Wards Affected: All	
Accountable Executive Director: Derek Myers, Chief Executive	
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1. EXECUTIVE SUMMARY

- 1.1. The Council is being asked to appoint an acting/ interim Head of Paid Service for the London Borough of Hammersmith and Fulham, on the recommendation of the Appointments Panel.
- 1.2. The Head of Paid Service will also be the Joint Chief Executive for Hammersmith and Fulham and the Royal Borough of Kensington and Chelsea.

2. RECOMMENDATIONS

- 2.1. Mr Nicholas Holgate be appointed the Head of Paid Service for the London Borough of Hammersmith and Fulham.
- 2.2. Mr Holgate to act as the Joint Chief Executive for the London Borough of Hammersmith and Fulham and the Royal Borough of Kensington and Chelsea.

3. REASONS FOR DECISION

- 3.1. Mr Derek Myers, the current Joint Chief Executive will retire. A Head of Paid Service needs to be appointed to replace Mr Myers.

4. INTRODUCTION AND BACKGROUND

- 4.1. Mr Derek Myers, the current Joint Chief Executive is due to retire in November 2013. The external selection process to recruit a replacement was commenced over the summer. The position was advertised with a salary range of £155,000 - £185,000 plus retained pay.
- 4.2. An Appointments Panel was set up. The Appointments Panel comprised of Member representatives from both Hammersmith and Fulham and Kensington and Chelsea as follows:

For the London Borough of Hammersmith and Fulham

Councillor N Botterill – Leader of the Council

Councillor G Smith – Deputy Leader and Cabinet Member for Residents Services

Councillor M Ginn – Cabinet Member for Community Care

Councillor S Cowan – Leader of the Opposition

For the Royal Borough of Kensington and Chelsea:

Councillor N Paget- Brown - Leader of the Council

Councillor R Feilding-Mellen - Deputy Leader of the Council and Cabinet Member for Housing, Property and Regeneration

Councillor M Weale - Cabinet Member for Adult Social Care and Public Health

Councillor J Blakeman - Leader of the Minority Labour Group

- 4.3. The Appointments Panel met on 4 September 2013 but was not able to make an appointment from the shortlisted candidates.

5. PROPOSAL AND ISSUES

- 5.1. Following the meeting of the Appointments Panel on 4 September 2013 it was considered that it would not be practical or appropriate to commence another recruitment campaign given the time scale of the forthcoming Council elections in May 2014.
- 5.2. Therefore the Appointments Panel, advised by the current Joint Chief Executive and the Bi-borough Director of HR undertook an internal process for appointing an acting up / interim Joint Chief Executive.

- 5.3. The Leaders and Deputy Leaders of both Councils interviewed suitable internal candidates and consulted with each Member of the Appointments Panel and agreed to recommend to both Councils that Mr Nicholas Holgate should be appointed as the Head of Paid Service and Joint Chief Executive.
- 5.4. Mr Nicholas Holgate is currently the Town Clerk and Executive Director of Finance at the Royal Borough of Kensington and Chelsea, responsible for all corporate services including finance, property, IT and communications as well as housing and planning. Mr Holgate joined local government in 2008. Prior to that Mr Holgate was a civil servant who held a number of senior posts at HM Treasury before becoming Chief Operating Officer at the Department for Culture, Media and Sport.
- 5.5. Mr Holgate will be able to take up the post of Head of Paid Service and Joint Chief Executive from November 2013 following Council approval.

6. OPTIONS AND ANALYSIS OF OPTIONS

- 6.1. Following the Appointments Panel on 4 September 2013 various options were considered. In the light of the forthcoming elections it was felt the option put forward in this report was the best option.

7. CONSULTATION

- 7.1. Members of the Appointments Panel including the Opposition Leaders of both Council have been consulted.

8. EQUALITY IMPLICATIONS

- 8.1. There are no specific equality implications for this report.

9. LEGAL IMPLICATIONS

- 9.1. The Council's Constitution provides that the full Council will approve the appointment of the Head of Paid Service following the recommendation of such an appointment by a Committee or Sub-Committee of the Council.
- 9.2. The Constitution also provides that the full Council may only make or approve the appointment of the Head of Paid Service where no well-founded objection from any member of the Executive has been received in accordance with the procedure set out in the Constitution.
- 9.3. The appointment procedure set out in the Constitution has been followed and the Council is able to make the appointment.

Implications verified/completed by: Tasnim Shawkat, Bi-borough Director of Law

10. FINANCIAL AND RESOURCES IMPLICATIONS

- 10.1. The Joint Chief Executive's post was advertised at a salary range of £155,000 - £185,000 plus retained pay (excluding oncosts). It is proposed that Mr Holgate is paid £180,000 for acting up into the post. Mr Holgate's current salary is £158,600, thus he would receive an additional payment of £21,400.
- 10.2. For Hammersmith and Fulham, there would be a saving of £18,000 being the difference between the current charge for Mr Myers and the charge for Mr Holgate.

Implications verified/completed by: Hitesh Jolapara, Bi-borough Director for Finance.

LOCAL GOVERNMENT ACT 2000 **LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT**

No.	Description of Background Papers	Name/Ext of holder of file/copy	Department/ Location
1.	None		