

<p align="center">London Borough of Hammersmith & Fulham</p> <p align="center">FULL COUNCIL</p> <p align="center">14 November 2017</p>		
<p>APPOINTMENT OF THE HEAD OF PAID SERVICE</p>		
<p>Report of the Leader of the Council - Councillor Stephen Cowan</p>		
<p>Open Report</p>		
<p>Classification: For Decision Key Decision: No</p>		
<p>Wards Affected: All</p>		
<p>Accountable Director: Mark Grimley, Interim Director of Human Resources and Organisational Development</p>		
<p>Report Author: Mark Grimley, Interim Director of Human Resources and Organisational Development</p>		<p>Contact Details: mark.grimley@lbhf.gov.uk</p>

1. EXECUTIVE SUMMARY

- 1.1 Following a meeting of the Appointments Panel on Friday 3rd November 2017, Full Council are being asked to consider the recommendation to appoint Kim Dero as the Council's Chief Executive and Head of Paid Service.

2. RECOMMENDATIONS

- 2.1 That Ms Kim Dero be appointed as the Chief Executive of Hammersmith and Fulham Council with effect from Wednesday 15th November 2017.
- 2.2 That Ms Kim Dero continues as the Council's designated Head of Paid Service.
- 2.3 That Ms Kim Dero continues as the Returning Officer and Electoral Registration Officer.

3. REASONS FOR DECISION

- 3.1 Section 4 of the Local Government & Housing Act 1989 requires every local authority to designate one of their officers as its Head of Paid Service. Sections 8 and 35 of the Representation of the People Act 1983 also requires the appointment of the Electoral Registration Officer and Returning Officer.
- 3.2 Since the departure of the previous Chief Executive, the position has been filled on an interim basis. This report proposes that Ms Dero is appointed to these roles on a permanent basis.

4. PROPOSAL AND ISSUES

- 4.1 Following a nationally-advertised recruitment campaign, the Appointments Panel considered three candidates for the position of Chief Executive. The candidates were assessed against competency-based questions by Members of the Appointments Panel. The interim Director of Human Resources and Organisational Development advised the panel.
- 4.2 Following a discussion about the suitability of candidates, it was confirmed by the Appointments Panel that they would recommend to Full Council the appointment of Ms Kim Dero as the Chief Executive.
- 4.3 The Council's Cabinet have been consulted and there have been no objections raised to the proposed appointment.
- 4.4 The appointment of the Returning Officer and Electoral Registration Officer is required for the discharge of the functions of Electoral Registration Officer and the responsibility for elections. Having previously been confirmed by Council as part of interim arrangements, the Council is requested to confirm the continued appointment of Ms Dero Kim as the Returning Officer and Electoral Registration Officer.

5. CONSULTATION

- 5.1 The Appointments Panel comprised of all Members of the Cabinet, the Leader of the Opposition and five other members from the Opposition.
- 5.2 Notice has been given to Cabinet Members of the proposed interim appointments, and no objections have been received.

6. EQUALITY IMPLICATIONS

- 6.1 There are no equality implications for this report.
- 6.2 Implications completed by: Kayode Adewumi, Head of Governance and Scrutiny (020 8753 2499)

7. LEGAL IMPLICATIONS

- 7.1 The Council's Constitution provides that the full Council will approve the appointment of the Head of Paid Service following recommendation from an Appointments Panel where no well-founded objection from any member of the Executive has been received in accordance with the procedure set out in the Constitution.
- 7.2 Implications verified by: Rhian Davies, Monitoring Officer.

8. FINANCIAL IMPLICATIONS

- 8.1 There are no additional financial implications. The role of the chief executive is already part of the Council's establishment and will be contained within existing budgets.
- 8.2 Implications verified by: Hitesh Jolapara, Strategic Finance Director.

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

None.