

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	COUNCIL
2.	Date:	22nd October 2014
3.	Title:	APPOINTMENT OF INTERIM CHIEF EXECUTIVE
4.	Directorate:	RESOURCES

5. Summary

Council is requested to consider the information regarding the appointment of an interim Chief Executive and, if appropriate, confirm that appointment.

Section 38 of the Localism Act requires local authorities to publish a Pay Policy Statement. The Department of Communities and Local Government Guidance on openness and accountability in local pay states that Pay Policy Statements should incorporate the opportunity for full Council to vote on the proposed appointment at a salary which is above £100,000.

6. Recommendation

That Council confirms the appointment on an interim basis of Jan Ormondroyd to the post of Chief Executive with effect from 3rd November 2014.

7. Proposals and Details

Members will be aware that Martin Kimber has resigned from his post of Chief Executive and is currently serving his contractual notice period up to 31st December 2014. Arrangements have therefore been made to seek a replacement Chief Executive. After taking advice from the Council's Improvement Board it was determined that initially it would be in the Council's interests to appoint an interim Chief Executive to help guide the Council through a period of time which would include the ongoing responses to the Jay report, the Ofsted inspection of Children's Services (including working with the newly appointed Commissioner, Malcolm Newsam), and the Corporate Governance Inspection.

The Council has been working with colleagues from the Local Government Association to help the Council identify a suitable candidate based on the specific issues currently facing the Council. In this respect an interview process took place on 9th October by the Appointments Panel, which included the Leader, Deputy Leader and Chair of the Overview and Scrutiny Management Board, with the Leader of the Opposition also supporting the process. The unanimous conclusion of the Panel was that the post of Chief Executive be offered to Jan Ormondroyd.

Ms Ormondroyd is an experienced Chief Executive having held such posts at Bristol City Council and Suffolk Coastal District Council and Deputy Chief Executive in Hull. Her extensive local government experience incorporates leadership of change and improvement programmes including implementation of post-corporate intervention programmes. She has wide experience of partnership working demonstrated by outcomes for example of improved educational performance and services for looked after children deemed 'good' by inspectors.

Arrangements will commence shortly, with the assistance of the interim Chief Executive, to seek a permanent appointment to the post.

In accordance with the Council's Standing Orders, Cabinet members have been given the opportunity to object to the proposed appointment. No objections have been received.

8. Finance

The salary for the short term arrangement for an Interim Chief Executive is set at £160,000 per annum in accordance with the existing salary level for the current post.

9. Risks and Uncertainties

A failure to make a timely and appropriate appointment to the post of Chief Executive will weaken the leadership capacity of the Council.

10. Policy and Performance Agenda Implications

As Head of the Paid Service the post of Chief Executive plays a crucial role in the delivery of the Council's Corporate Plan, Community Strategy and Workforce Strategy.

11. Background Papers and Consultation

The appointment was made by a panel of Elected Members and confirmed by all Cabinet Members. The Localism Act, The Council's Pay Policy.

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