



REPORT OF MONITORING OFFICER

TO: COUNCIL FORUM

ON: 30 August 2012

PORTFOLIOS AFFECTED: ALL

WARDS AFFECTED: ALL

SUBJECT: APPOINTMENT OF CHIEF EXECUTIVE

1. PURPOSE

To acknowledge receipt of the resignation and retirement of the current chief executive/head of paid service and consider the appointment of a new chief executive.

2. RECOMMENDATIONS

The Council is asked:-

- 1 To acknowledge the resignation of Graham Burgess as Chief Executive/Head of Paid Service of the Council.
- 2 To express thanks to Graham for his work for the Borough and to wish him well for the future.
- 3 To note the amendment of the Grade of the Chief Executive/Head of Paid Service post from £145,740 - £158,412 to £136,740 - £149,412.
- 4 To appoint the current Deputy Chief Executive, Harry Catherall as Chief Executive/Head of Paid Service with effect from 3rd September 2012 on recommendation from the Chief Executive Employment Committee
- 5 Subject to 4 above, to
 - a. agree that Graham Burgess be released from his notice period and employment with the Council with effect from 2nd September 2012
 - b. acknowledge that Graham Burgess be confirmed as Local Returning Officer (LRO) for Blackburn with Darwen and Police Authority Returning Officer for Lancashire for the November 2012 Police and Crime Commissioner (PCC) elections only
 - c. agree that the new Chief Executive/Head of paid Service be appointed as LRO for Blackburn with Darwen post the November 2012 PCC elections
 - d. note the revised senior management structure of the Council with effect from 1st December 2012 following decisions of the Chief Officer Employment Committee.

3. BACKGROUND

The existing Council and Care Trust Plus chief executive/head of paid service, Graham Burgess has given notice of his intention to leave his post following 3 months due notice.

As a consequence of this resignation the Council must consider the appointment of a new chief executive/head of paid service.

This report presents an option for making an appointment to the council Chief Executive/Head of Paid Service post, subject to which a revised senior management structure could be implemented later in the year which will deliver financial savings to the Council.

4. RATIONALE

The Council must appoint a Chief Executive/Head of Paid Service. Under the council's constitution confirmation of a recommendation from the Chief Executive Employment Committee is a decision for full Council.

The current posts of Chief Executive and Deputy Chief Executive are appointed jointly with the Care Trust Plus and the Council receives a contribution of £133,000 per annum for these integrated very senior management arrangements. This contribution is due to end on 31st March 2013 when the Care Trust Plus ceases to operate as part of the Health Care changes.

The Chief Executive Employment Committee considered the options for recruitment and given the uncertain financial position from 2013/14 and they took the view that, as an alternative to external recruitment, an internal management restructure for the Council should be considered by the Chief Officer Employment Committee. This restructure to incorporate proposed changes to the operational responsibilities of the new Chief Executive, if the full Council agreed the appointment of a Chief Executive should come from the existing Chief Officer team.

The Chief Officer Employment Committee subsequently considered changes to the Chief Officer structure utilising the opportunity presented by the current Chief Executive's resignation, to restructure and reduce the senior management posts in the Council.

5. KEY ISSUES

The Council currently has a strong officer senior leadership team and proposals to amend the responsibilities in this team were considered very carefully by the respective Committees.

Accordingly, given the strength of this team plus a realignment of responsibilities linking to the dissolving of the Care Trust Plus, the Chief Executive Employment Committee considered they should take the opportunity to look at the team.

Initially the Chief Executive Employment Committee considered an interim appointment to the Chief Executive/Head of Paid Service role from this team, but

following further deliberation and consideration at a further meeting the Chief Executive Employment Committee they resolved to recommend to the Council the appointment of the existing Deputy Chief Executive permanently to the role of Chief Executive/Head of Paid Service for the Council.

The Chief Executive Employment Committee also decided to revise the grade of the post from £145,740 - £158,412 to £136,740 - £149,412 per annum..

Linking to the appointment of a new Chief Executive, the Chief Officer Employment Committee also considered a report detailing options for making further related savings in the very senior management structure of the Council.

This means that subject to the Council agreeing that the current Deputy Chief Executive takes up the new post of Chief Executive/ Head of Paid Service a new Executive Director structure realigning some roles and responsibilities is agreed.

The internal appointment resulting in an overall reduction of 2 chief officer posts from the current 16 to 14 posts. The combined financial savings from these changes will be approximately £250,000 per annum. The current structure is shown as **Appendix 1** and the new structure is shown as **Appendix 2**.

The Chief Officer Employment Committee recognised that there would be individual staffing implications from these changes for some Chief Officers and they made provision to address such matters in accordance with the Council's Workforce Agreements in the event of the Council's approval to the appointment of the new Chief Executive.

Graham Burgess has agreed, subject to the agreement of the Council, to leave his post early with effect from 2nd September 2012. This will mean the new Chief Executive/ Head of Paid service could assume his role on 3rd September 2012, with the new structure being put in place, subject to and following due regard to the Council's Workforce Agreements during the Autumn.

The Council also needs to be aware that under the new arrangements for police and crime commissioner elections in England and Wales the Council has had to confirm the continued appointment of Graham Burgess as Police Authority Returning Officer (Lancashire) and Blackburn with Darwen Local Returning Officer for the November 2012 elections subject to reporting to Council.

Accordingly, the Council's new Chief Executive/Head of Paid Service, subject to the agreement of the Council, will be appointed as Local Returning Officer for future elections.

6. POLICY IMPLICATIONS

Confirmation of the appointment of a Chief Executive/Head of Paid Service is a full Council decision and the recommendation for this appointment has been proposed following two meetings of the Chief Executive Employment Committee.

7. FINANCIAL IMPLICATIONS

The proposal to appoint the existing Deputy Chief Executive, Harry Catherall as

Chief Executive/Head of Paid Service on a revised grade will deliver initial savings of approximately £10,000 per annum due to the reduction in the grade of the post as set out in this report.

The total estimated savings from the consequential management restructure as outlined above will increase these savings to approximately £250,000 per annum.

8. LEGAL IMPLICATIONS

The appointment of the Chief Executive/Head of Paid Service is a matter for consideration of the Council following a recommendation from the Chief Executive Employment Committee.

9. RESOURCE IMPLICATIONS

There are no additional resource implications other than those set out above.

10. EQUALITY IMPLICATIONS

There are no equality implications arising from this report.

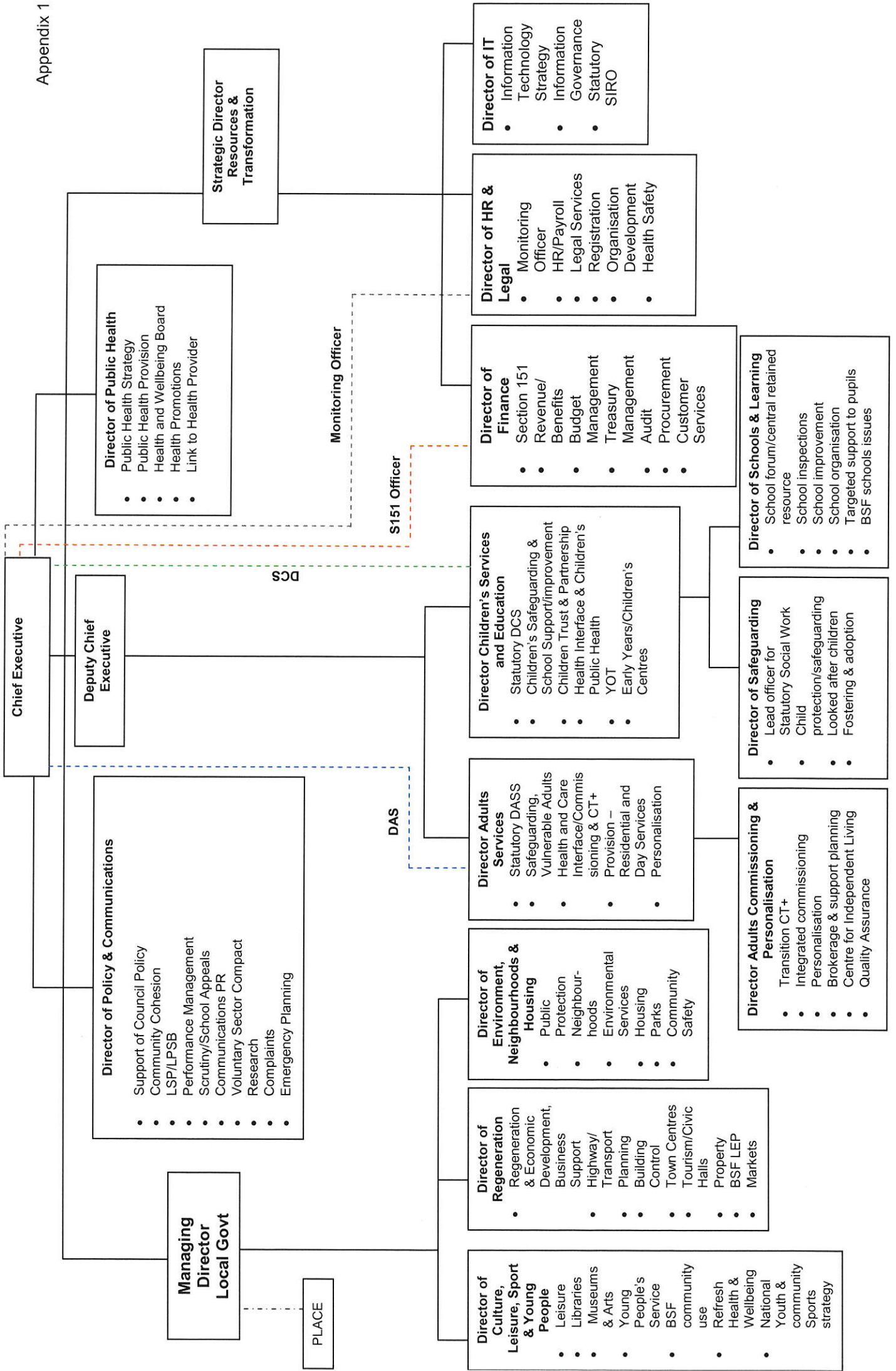
11. CONSULTATIONS

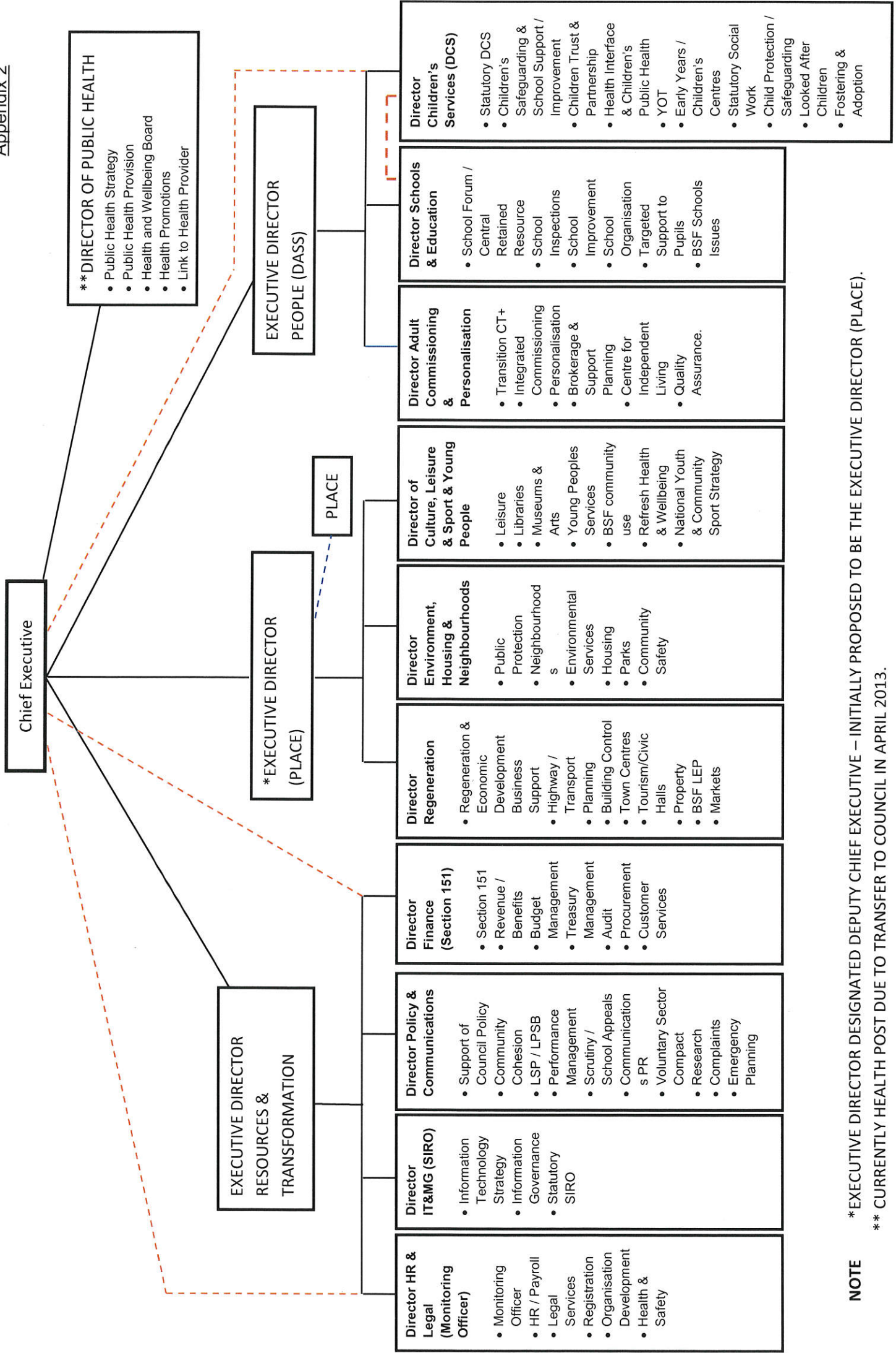
The Trades Unions have been informed of the proposal and any comments received will be provided to the Council meeting.

CONTACT OFFICER: David Fairclough, Director of HR & Legal Services
(Monitoring Officer)

DATE: 22.08.12

BACKGROUND PAPERS: Appointment of Chief Executive 2012 (HR & Legal)





NOTE *EXECUTIVE DIRECTOR DESIGNATED DEPUTY CHIEF EXECUTIVE – INITIALLY PROPOSED TO BE THE EXECUTIVE DIRECTOR (PLACE).

** CURRENTLY HEALTH POST DUE TO TRANSFER TO COUNCIL IN APRIL 2013.