

# Gloucester City Council

<b>Meeting:</b>	<b>Council</b>	<b>Date:</b>	<b>18 March 2015</b>
<b>Subject:</b>	<b>Appointment of Managing Director and Head of Paid Service</b>		
<b>Report Of:</b>	<b>Leader of the Council</b>		
<b>Wards Affected:</b>	<b>All</b>		
<b>Key Decision:</b>	<b>No</b>	<b>Budget/Policy Framework:</b>	<b>No</b>
<b>Contact Officer:</b>	<b>Tanya Davies, Democratic and Electoral Services Manager</b>		
	<b>Email: tanya.davies@gloucester.gov.uk</b>	<b>Tel: 39-6125</b>	
<b>Appendices:</b>	<b>None</b>		

## FOR GENERAL RELEASE

Note: The special circumstances for non-compliance with Access to Information Rule 5 and Section 100B (4) of the Local Government Act 1972 (as amended) (items not considered unless the agenda is open to inspection at least five days in advance of the meeting) were that the recruitment timetable meant that the preferred candidate was not selected until 17 March 2015.

### 1.0 Purpose of Report

1.1 To approve the appointment of a Managing Director and Head of Paid Service for Gloucester City Council. The appointed person will also take up the position of Commissioning Director for Gloucestershire County Council.

### 2.0 Recommendations

2.1 Council is asked to **RESOLVE** that:

- (1) Jonathan McGinty be appointed as Managing Director and Head of Paid Service for Gloucester City Council with a start date to be confirmed.
- (2) It be noted that Jonathan McGinty is also appointed as Commissioning Director for Gloucestershire County Council.
- (3) Authority be delegated to the Acting Head of Paid Service, Gloucester City Council, in consultation with Group Leaders and the Chief Executive, Gloucestershire County Council, to agree appropriate joint governance arrangements and enter into any necessary agreements.
- (4) The Monitoring Officer be instructed to make any consequential amendments to the Constitution.

### 3.0 Background and Key Issues

3.1 On 20 November 2014, Gloucester City Council approved a proposal for the joint appointment of a Managing Director for the City Council and Commissioning

Director for Gloucestershire County Council, and that the statutory post of Head of Paid Service for the City Council would be assigned to the Managing Director from the date of appointment.

- 3.2 It was agreed that Gloucester City Council be the employing authority and that both roles be shared equally (18.5hrs per week), with all costs associated with the roles to be split equally between both organisations, now and in the future.
- 3.3 The recruitment process was designed by Penna who were appointed by both authorities to support the process and with input from the Local Government Association (LGA). Each organisation appointed a panel of Members to sit on the appointment panel:

Gloucester City Council

Councillor Paul James (Leader of the Council and Leader of the Conservative Group)

Councillor Kate Haigh (Leader of the Labour Group)

Councillor Jeremy Hilton (Leader of the Liberal Democrat Group)

Gloucestershire County Council

Councillor Mark Hawthorne (Leader of the Council and Leader of the Conservative Group)

Councillor Lesley Williams (Leader of the Labour Group)

Councillor Iain Dobie (Deputy Leader of the Liberal Democrat Group)

- 3.4 The advertisement was published on 19 January 2015, with a closing date of 18 February 2015. The position was advertised widely on the internet and in professional journals.
- 3.5 24 applications were received. Longlisting took place on 25 February and shortlisting on 9 March. Assessments and interviews took place on 16 and 17 March.

#### **4.0 Alternative Options Considered**

- 4.1 The preferred candidate was selected following a thorough recruitment and assessment process.

#### **5.0 Reasons for Recommendations**

- 5.1 To appoint a Managing Director and Head of Paid Service following a recruitment process.

#### **6.0 Future Work and Conclusions**

- 6.1 Following approval of the appointment a start date will be confirmed. The Council is asked to give delegated authority to the Acting Head of Paid Service, Gloucester City Council in consultation with Group Leaders and the Chief Executive, Gloucestershire County Council, to agree appropriate joint governance arrangements and enter into any necessary agreements.

## **7.0 Financial Implications**

- 7.1 The agreed salary for the appointment is £115,000, which will be split equally between the City and County Councils.

(Financial Services have been consulted in the preparation this report.)

## **8.0 Legal Implications**

- 8.1 The Council has a statutory duty under Section 4 Local Government and Housing Act 1989 to appoint a Head of Paid Service and these arrangements fulfil that duty.

(Legal Services have been consulted in the preparation this report.)

## **9.0 Risk & Opportunity Management Implications**

- 9.1 There are no risks associated with the recommendations in the report.

## **10.0 People Impact Assessment (PIA):**

- 10.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, therefore a full PIA was not required.

## **11.0 Other Corporate Implications**

### Community Safety

- 11.1 There are no community safety implications.

### Sustainability

- 11.2 These arrangements provide resilience for the future and offer direct influence in community focused service delivery.

### Staffing & Trade Union

- 11.3 These arrangements will bring stability to staff following a period of change

**Background Documents:** None