MINUTES OF THE APPOINTMENTS COMMITTEE

Monday, 13 November 2017 at 5.30 pm

PRESENT: Councillors Obajimi Adefiranye, Kevin Bonavia, John Coughlin and Alan Smith.

ALSO PRESENT: Sir Steve Bullock.

69. Declaration of interests

None were made.

70. Minutes

RESOLVED that the minutes of the meeting held on May 17 2017 be confirmed and signed as a correct record.

71. Terms and Conditions of new Chief Executive Post

The report was introduced by the Head of Organisation Development and Human Resources who confirmed that the last day of service for the outgoing Chief Executive would be January 31 2018.

The meeting was chaired by Councillor Adefiranye who received confirmation an intellectual property clause would be in the new Chief Executive contract. He also had confirmed to him details of notice periods.

Councillor Bonavia stated he supported a recruitment on a full time basis and he asked for clarification on remuneration. The Head of Organisation Development and Human Resources reported that the proposal was for a pro rata salary that was less than that paid to the current incumbent but pitched at a high enough level to attract some current Chief Executives and many outstanding second tier officers. He said the approval of a £10,000 delegation would give him some scope to negotiate at the post job offer stage.

Councillor Coughlin agreed full time working was the preferred option. He said he understood the London Borough of Hammersmith and Fulham had not used an executive search agency and he asked if it was possible that Lewisham could do the same thus avoiding a consultancy fee. The Head of Organisation Development and Human Resources advised that the use of an executive search agency would be money well spent. The Mayor added that it would be highly unusual not to use such an agency. The Deputy Mayor observed that an in house recruitment would not be without cost and there were concerns about a lack of capacity and expertise within the organisation.

Councillor Coughlin said he was not entirely happy with the remuneration range or the use of recruitment consultants but that he accepted that they were inevitable. He received confirmation that apart from additional Returning

Officer fees paid at election time there would be no other financial inducements on offer in addition to salary.

The Head of Organisation Development and Human Resources concluded by outlining the proposed recruitment timetable culminating in an appointment by a meeting of the Council at a date to be agreed.

RESOLVED that:

(1) note be taken the Chief Executive had served notice of termination of his employment with the Council and that his last day of service will be 31 January 2018;

(2) the following terms and conditions to which a new Chief Executive will be recruited be recommended to Council:-

(a) The Chief Executive post will be appointed to on a full time basis.

(b) The salary range of the Chief Executive post will be £175,000 to £185,000 depending on the experience of the candidate.

(c) authority be delegated to the Head of Organisational Development and Human Resources, having taken external advice, authority to approve that the maximum salary can be increased by up to £10,000 to secure an exceptional candidate who would otherwise not be appointed.

(d) authority be delegated to the Head of Organisational Development and Human Resources authority to amend the job description and person specification on external advice, without changing substantially the nature of the role, to the extent necessary to reflect current requirements and best practice.

(e) authority be delegated to the Head of Organisational Development and Human Resources, on advice from the Head of Law, to finalise the Chief Executive contract in a way which reflects the existing contractual terms and conditions and reflects current legislation and circumstances subject to the changes proposed in 5.1 – 5.22 relating to remuneration, the role being a full time position and the removal of provisions relating to payment on termination

The meeting closed at 6.09pm