

**RHONDDA CYNON TAF COUNCIL**

**MUNICIPAL YEAR 2016 - 2017**

**COMMITTEE:  
COUNCIL**

**26<sup>TH</sup> OCTOBER 2016**

**REPORT OF THE DIRECTOR OF  
HUMAN RESOURCES**

<b>Item No.9</b>
<b>APPOINTMENT OF CHIEF EXECUTIVE</b>

**1. PURPOSE OF THE REPORT**

This report provides Council with a reminder of the previously agreed temporary arrangements for the Chief Executive's role and suggests that in light of recent changes to the future direction of local government in Wales, a permanent appointment now be made.

**2. RECOMMENDATIONS**

It is recommended that:

- 2.1 In light of the changes to the future direction of local government in Wales, the Council now agrees to recruit to the post of Chief Executive on a permanent basis;
- 2.2 To agree that the Chief Executive role will also assume responsibility for the Council's programme for 21<sup>st</sup> Century Schools;
- 2.3 If an appointment on a permanent basis is agreed, to instruct the Director of Human Resources to place an advert for the post of Chief Executive as soon as practicable;
- 2.4 Members note that until a permanent appointment is made the previously agreed temporary arrangements will remain in place.

**3. BACKGROUND**

- 3.1 Members will recall that at the Council meeting of 27<sup>th</sup> April 2016, Members agreed the appointment of Mr. Christopher Bradshaw to the temporary role of Chief Executive be extended for a further period of twelve months from the 1<sup>st</sup> September 2016.

- 3.2 This further temporary appointment to the role of Chief Executive was agreed at that time due to the continued uncertainty about the future of local government in Wales.

#### **4. APPOINTMENT OF THE CHIEF EXECUTIVE**

- 4.1 Since the Welsh Assembly Government Elections in May 2016, it has now become clear that the previously identified direction of travel in terms of local government reorganisation has changed and the view being presented is now one of collaboration.

- 4.2 In light of the change in the local government landscape and to provide stability in such a key role for the Council, it would now seem appropriate, moving forward, to recruit to the post of Chief Executive on a permanent basis.

- 4.3 The suggestion of such a permanent appointment has recently been raised with the current Minister for Finance and Local Government who has advised that:

*“You have already noted that recruitment to a permanent post would need to be made in accordance with the requirements of the Local Authorities (Standing Orders) (Wales) Regulations 2006. Under those regulations a Local Authority is required to advertise any chief officer post where the annual remuneration for that post is £100,000 or more.*

*However, no directions regarding the appointment of statutory chief officers have been issued under section 29(3) of the Local Government (Wales) Act 2015. As such, no additional restrictions under that Act will apply to any recruitment process.”*

- 4.4 On the basis that there is now no objection or indeed restriction on appointing to the role of the Chief Executive on a permanent basis, Members are asked to give consideration to this request.
- 4.5 It is also recommended that if Members were so minded to proceed with a permanent appointment, then in line with the Council’s continued vision for delivering 21<sup>st</sup> Century Schools, the role of the Chief Executive would also include responsibility for delivering on this key objective.
- 4.6 Should Members be mindful to agree to proceed to a permanent appointment then the Council would be required to place a national advert for the role of Chief Executive and subject to a successful short-listing and interviewing process, make an appointment.
- 4.7 Finally, should Members agree to a permanent appointment being made, then until the appointment process is concluded, it should be noted that the previously agreed temporary arrangements will remain in place.