

**REDDITCH BOROUGH COUNCIL****RECORD OF DECISION TAKEN UNDER URGENCY PROCEDURES****SUBJECT: Appointment of Interim Head of Paid Service****BRIEF STATEMENT OF SUBJECT MATTER:**

Section 21 of the Local Government and Housing Act 1989 requires the Council to make arrangements to ensure that all the authority's functions are properly co-ordinated as well as organising staff and appointing appropriate management through the appointment of proper officer(s). The Council is required to appoint an officer as Head of Paid Service and this role has been carried out by the council's Chief Executive. It is recommended that following the resignation of the current Chief Executive, the Deputy Chief Executive, Mrs Hanley is appointed to the position of Chief Executive and Head of Paid Service whilst the recruitment process is undertaken and until a new Chief Executive is in post.

It is important for the operation of the Council functions that someone is identified as Chief Executive and Head of Paid Service. Rather than appoint an external interim to the role whilst recruiting to the substantive post, it is felt that, given her experience and skill set, the most appropriate solution for the Council is to ask Mrs Susan Hanley (current Deputy Chief Executive) to undertake the role on an Interim basis.

Depending on the length of time it takes to recruit to the substantive position, there may need to be backfilling of the work currently undertaken by the Deputy Chief Executive. This will need to be developed as things become clearer with any additional financial implications resolved.

The salary difference between the Deputy Chief Executive and Chief Executive is £22k per annum. From September, there is £15.8k of budget available a month from the vacant Chief Executive role to ensure posts are funded and backfilled until the role is filled. It would be significantly more expensive for the Council to source an external interim Chief Executive for the period of recruitment.

Bromsgrove District Council, with Redditch Borough Council shares many services and staff, including the Joint Chief Executive Officer post, agreed at a meeting held on 19<sup>th</sup> July 2023 to appoint Mrs Hanley as acting Chief Executive and Head of Paid Service until a new Chief Executive is recruited.

**DECISION:****RESOLVE that**

**on the retirement of the current Chief Executive, Mrs Susan Hanley be appointed as the Council's Head of Paid Service on an interim basis until such time as a new Chief Executive and Head of Paid Service is appointed and is in post.**

**(Council decision)****FOUNDATIONS FOR URGENCY:**

This decision is required to ensure that Mrs Hanley is in a position to be appropriately remunerated for acting as Chief Executive and Head of Paid Service from the first day after the current Chief Executive's retirement comes into effect. As there is not due to be a meeting of Council in Redditch until 25<sup>th</sup> September 2023, by which point the current Chief Executive will have retired, this needs to be taken as an urgent decision.

**DECISION APPROVED BY:**

(Deputy) **CHIEF EXECUTIVE**

**EXECUTIVE DIRECTOR FINANCE & RESOURCES**  
(if financial implications)

.....  
**(Signature) (Kevin Dicks - (D)CX)**

.....  
**(Signature) (Peter Carpenter)**

**Date: August 2023**

<b>PROPOSED ACTION SUPPORTED</b> <i>(amend as appropriate)</i>				
..... <b>(Signature)</b>	..... <b>(Signature)</b>	..... <b>(Signature)</b>	..... <b>(Signature)</b>	..... <b>(Signature)</b>
<i>(Block Capitals)</i>	<i>(Block Capitals)</i>	<i>(Block Capitals)</i>	<i>(Block Capitals)</i>	<i>(Block Capitals)</i>
<b>MAYOR *</b>	<b>PF HOLDER</b>	<b>LEADER of the LABOUR Group</b>	<b>LEADER / LDR CONSERVATIVE Group</b>	<b>CHAIR O&amp;S Committee</b>
Date:	Date:	Date:	Date:	Date:

Notes:

\* In addition to the Executive decision above regarding the matter under consideration, the Mayor is signing to agree both that the Executive decision proposed is reasonable in all the circumstances and to it being treated as a matter of urgency. This is to ensure that the call-in procedures as set out in Part 8 of the Constitution shall not apply where an Executive decision being taken is urgent.