

BOROUGH OF TELFORD & WREKIN

FULL COUNCIL 19 JANUARY 2012

APPOINTMENT OF MANAGING DIRECTOR

**REPORT OF HEAD OF GOVERNANCE AND HUMAN RESOURCES
MANAGER**

1. PURPOSE

- 1.1 To make recommendation for the appointment of the Council's first Managing Director

2 RECOMMENDATIONS

- 2.1 That Richard Partington is confirmed as Managing Director, Head of Paid Services, Electoral Registration Officer and Returning Officer

3 PREVIOUS MINUTES

Cabinet, 7 July 2011

Cabinet 10 November 2011

Personnel Board 24 November 2011

Full Council 24 November 2011

Personnel Board 7 December 2011

Personnel Board 13 December 2011

4 BACKGROUND

- 4.1 In May 2011 a new administration took control of Telford & Wrekin Council and indicated their intention to develop a new model of working centred upon being a Co-operative Council.
- 4.2 As part of this the administration were particularly interested in developing a Managing Director model and tasked the Interim Chief Executive with undertaking a review of Senior Management structures to deliver savings and better meet the needs of the organisation. The review included recommendations for the creation of a Managing Director role as part of a further reduction in Senior Management structures and costs. The recommendations were considered and approved by Council on 24 November 2011.

- 4.3 The position was advertised in accordance with council processes and shortlisting was conducted by the Personnel Board on 7th December 2011 against the Job Description and Person specification.
- 4.4 On 13 December 2011 a thorough, day long selection and assessment process was undertaken. This included written exercises and assessments, presentations and interviews including role play exercises. The Personnel Board then undertook a detailed interview.
- 4.5 Following the process outlined in 4.4 the Personnel Board concluded that Richard Partington had performed very strongly in all of the areas required for the position and fully met the criteria previously determined by Council .
- 4.6 It was the unanimous decision that Richard Partington should be put forward to Council as the Personnel Board's recommendation for the position of Managing Director. In accordance with statutory provisions all Cabinet members were given the opportunity of objecting to the recommendation and none have done so.
- 4.7 It is therefore recommended that Richard Partington be appointed as the Council's first Managing Director with effect from 19 January 2012 in line with the details set out in the recruitment details determined by Personnel Board and the review recommendations agreed at Council.
- 4.8 The position will carry the designation of Head of Paid Services role and Electoral Registration Officer, responsible for the annual canvass, and Returning Officer for elections and referenda.

5 LEGAL IMPLICATIONS

- 5.1 The Personnel Board have delegated power to undertake recruitment processes for Senior Positions and make recommendations for appointment to full Council.
- 5.2 A decision to appoint to a post carrying the designation of Head of Paid Services, Electoral Registration Officer and Returning Officer must be approved by Council.

6. FINANCE

- 6.1 Deletion of the former Chief Executive post and creation of a new Managing Director post is the first stage of implementing a wider review of Senior Management arrangements at the Council that will generate net annual savings of over £0.4m pa after funding a new statutory Director of Childrens Services post. The Managing Director post will be paid a spot salary of £137,000 pa which is a saving of £16,400 pa including on costs compared to the previous Chief Executive post.

7. **ENVIRONMENTAL**

There are no environmental issues arising from this report.

8 **EQUALITIES**

The appointment has been undertaken within the principles of the Council's Recruitment & Selection policy which addresses Equality and Diversity issues.

Report prepared by John Harris Human Resources Manager 01952 383520