

Meeting: Council

Agenda Item:

Portfolio Area: Resources and Transformation

Date: 22 January 2025

APPOINTMENT OF CHIEF EXECUTIVE

NON-KEY DECISION

Author	Kirsten Frew –	Head of Human Resources
Contributor	Clare Davies –	Head of Human Resources
	Victoria Wilders-	Monitoring Officer and Borough Solicitor
Lead Officer	Clare Davies –	Head of Human Resources
	Kirsten Frew –	Head of Human Resources
Contact Officer	Clare Davies –	Head of Human Resources
	Kirsten Frew –	Head of Human Resources

1 PURPOSE

- 1.1 To approve an appointment to the post of Chief Executive and Head of Paid Service, Electoral Registration Officer and Returning Officer upon the recommendation of the Appointments Committee.

2 RECOMMENDATIONS

- 2.1 That the Council:
- i) Approve the appointment of Thomas Pike, with effect from 14 April 2025 as:
 - Chief Executive
 - Head of the Paid Service
 - Returning Officer
 - Electoral Registration Officer
 - ii) Approve that Thomas Pike be appointed to the Chief Executive Salary range of £145000-£165000

3 BACKGROUND

- 3.1 Following an external recruitment exercise the Appointments Committee met on Wednesday 8 January 2025 to interview candidates for the post of Chief Executive and Head of Paid Service. Candidates were also required to give a presentation, undertake a written exercise and to undertake a Leadership competency profile assessment. Additionally, candidates met with a staff and stakeholder panel. In making the appointment the Council were assisted by Sajida Bilje, Chief Executive – Hertsmere Borough Council.

4.0 REASON FOR RECOMMENDED COURSE OF ACTION AND OTHER OPTIONS

- 4.1 The Appointments Committee interviewed 4 candidates for the post of Chief Executive and Head of Paid Service.
- 4.2 The Appointments Committee agreed to recommend to the Council that Thomas Pike be appointed to the post.
- 4.3 All Members of the Cabinet were afforded the opportunity to object to the appointment. No objections have been received.
- 4.4 The holder of the role of Chief Executive and Head of Paid Service also acts as the Council's Returning Officer and Electoral Registration Officer and Council is recommended to appoint Thomas Pike to these posts.

5 IMPLICATIONS

5.1 Financial Implications

There are no financial implications arising from the appointment of the new Chief Executive / Head of Paid Service. The appointment is proposed in line with the appropriate grade and therefore in accordance with the budget provision for the Chief Executive's post.

Subject to Council approving the appointment, Thomas Pike will receive a starting salary of £145000

5.2 Legal Implications

The Local Government and Housing Act 1989 requires every local authority to designate one of its officers as Head of Paid Service. There are statutory procedures for the appointment of the Chief Executive, which have been observed in this case.

The Local Authorities (Standing Orders) Regulations 2001 require Council to approve the appointment of the Head of Paid Service before an offer of appointment is made.5.3

Equalities and Diversity Implications

There are no equality and diversity implications arising from this report.