

**COUNTY COUNCIL  
THURSDAY, 25 OCTOBER 2018 AT 10.00AM**

**APPOINTMENT OF CHIEF EXECUTIVE/HEAD OF PAID SERVICE**

*Report of the Assistant Director of Human Resources*

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**1. Purpose of report**

- 1.1 To seek County Council approval to the recommendation of Employment Committee that Owen Mapley is appointed as Chief Executive (Head of Paid Service).

**2. Summary**

- 2.1 The Employment Committee met on the 11 October 2018 to select a new Chief Executive for the Council to take up post following the retirement of the existing Chief Executive in early 2019. Following formal interviews the recommendation of the Employment Committee is that Owen Mapley is appointed as Chief Executive (Head of Paid Service).
- 2.2 Council is asked to approve a starting salary of £180,000 p.a.

**3. Recommendations**

- 3.1 That Owen Mapley be appointed to the post of Chief Executive and be designated as Head of Paid Service of the County Council with effect from a date to be agreed but no later than 31 March 2019 at a starting salary of £180,000 p.a.
- 3.2 That authority to agree the starting date is delegated to the Assistant Director Human Resources in consultation with the Leader of the Council.

**4. Background**

- 4.1 The Chief Executive is the designated Head of Paid Service for the Authority. The Local Government and Housing Act 1989 provides that every authority has a duty to designate one of its officers as Head of Paid Service. The Head of Paid Service has an overall responsibility for the management of the Authority. The Local Authorities (Standing

Orders) Regulations 2001 require full Council to approve the appointment of Head of Paid Service before an offer of appointment is made. The Council's Constitution provides that the post of Chief Executive is designated Head of Paid Service.

- 4.2 Following notice of the intention of the Chief Executive, John Wood, to retire by 31 March 2019 a recruitment exercise has been undertaken to identify a successor. GatenbySanderson, an Executive Search Company was appointed to assist the Council to identify suitable candidates to apply for the role and to manage appropriate aspects of the recruitment process. On 29 August 2018 Employment Committee met and shortlisted five candidates to invite for assessment and interview. The assessments took place on 10 October and included stakeholder and staff panels. Employment Committee met on 11 October to interview candidates and agreed that subject to approval by full Council, Owen Mapley should be offered the post of Chief Executive and be designated as Head of Paid Service.
- 4.3 Owen Mapley joined the County Council in February 2016 as Director of Resources with responsibility for the Council's overall financial management and corporate services. Owen Mapley is currently the Council's Chief Finance (s151) Officer. He is also the Chief Officer responsible for the Hertfordshire Libraries and Heritage Services. Prior to joining the Council Owen Mapley spent nearly 9 years in the Senior Civil Service, during which time he held roles at the Home Office, HM Courts Service and the Legal Aid Agency. He spent the first 12 years of his career at PwC.
- 4.4 In accordance with regulations introduced under the Local Government Act 2000 all members of the Cabinet were informed of the Employment Committee's recommendation and there has been no objection from Cabinet to the proposed appointment.
- 4.5 The Council's pay policy provides that the role of Chief Executive has a fixed salary point. It is proposed that the initial salary for the new appointment is £180,000 p.a.

## **5. Financial Implications**

- 5.1 The new Chief Executive will be paid £180,000 per annum. This post is an established post and the salary and associated costs can be contained within existing budgets.

## **6. Equalities Implications**

- 6.1 Equalities implications were taken into account as part of the recruitment and selection process.
- 6.2 The selection process was robust and comprehensive with applicants expected to demonstrate their suitability for the role via a range of

objective selection assessment methods in line with Council policy and practice.

- 6.3 The Employment Committee, which includes cross party membership, was the selection panel. Members were all suitably trained and advised by the Assistant Director of Human Resources to help ensure that all applicants were fairly and objectively assessed against the requirements of the role.

Background Information

None