

Date of issue: Wednesday, 25 January 2017

MEETING	COUNCIL
DATE AND TIME:	TUESDAY, 31ST JANUARY, 2017 AT 7.00 PM
VENUE:	THE CURVE - WILLIAM STREET, SLOUGH, BERKSHIRE, SL1 1XY
DEMOCRATIC SERVICES OFFICER: (for all enquiries)	SHABANA KAUSER 01753 787503

SUPPLEMENTARY PAPERS

The following Papers have been added to the agenda for the above meeting:-

* Item 9 was not available for publication with the rest of the agenda.

PART 1

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
9.	Appointment Process for Chief Executive (Head of Paid Service)	1 - 14	All

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SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 31st January 2017
CONTACT OFFICER: Surjit Nagra, OD / HR Business Partner
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WARD(S): All

PART I
FOR DECISION

APPOINTMENT PROCESS FOR CHIEF EXECUTIVE (HEAD OF PAID SERVICE)

1 **Purpose of Report**

This report seeks approval of the job description, person specification, terms and conditions and advert for the appointment of the role of Chief Executive at Slough Borough Council and sets out the process to be followed in line with the Council's Constitution and Recruitment Policy.

2 **Recommendation**

The Council is requested to resolve that the job description, person specification, terms and conditions and advert (as attached at Appendices A to D) be approved and that the process be noted.

3 **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

There are no implications for the Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan. However, the Chief Executive is expected to drive forward the organisational changes reflected in the Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan and will therefore need to have strong and effective leadership, with both the skills and commitment to deliver the required outcomes.

4 **Other Implications**

(a) **Financial**

There are no financial implications of the proposed action.

(b) **Human Rights Act and Other Legal Implications**

There are no Human Rights Act and other legal implications.

(c) **Equalities Impact Assessment**

There is no identified need for the completion of an EIA.

5 **Supporting Information**

- 5.1 The position of Chief Executive is a permanent and established post and funding for a replacement on the same terms and conditions is therefore in place. The post is currently designated to carry out the statutory functions of the Council's Head of Paid Service; a role concerned with ensuring that the Council discharges its functions appropriately as set out in the Constitution.
- 5.2 The draft documents that will make up the recruitment pack that will be used for the recruitment process (which includes the job description, person specification, terms and conditions and advert related to the post) are attached at Appendices A to D.
- 5.3 The Council's Constitution requires these documents to be approved by the Council.
- 5.4 Following the approval of these documents the recruitment process will be initiated in line with the Council's Recruitment and Selection Policy and Procedure agreed in October 2016. This requires the post to be advertised internally in the first instance. If no existing officer applies or is deemed suitable following the selection process for this post then the post will be advertised externally.
- 5.5 An Appointments Sub Committee is being established through the Employment and Appeals Committee. The Appointments Sub Committee will make a recommendation to the Council for appointment if a suitable candidate is identified following the recruitment process. The Appointments Sub Committee will be supported by an external adviser as provided for in the Constitution. The Council will ultimately be responsible for appointing the new Chief Executive / Head of Paid Service.
- 5.6 The selection process will include psychometric tests, selection panel made up of key stakeholders / external partners, a formal interview with the Appointments Sub Committee, presentation and an in tray exercise.

6. **Background Papers**

None

7. **Appendices:**

- | | |
|---|----------------------|
| A | Job Description |
| B | Person Specification |
| C | Terms and conditions |
| D | Advert |

JOB DESCRIPTION

JOB TITLE:	CHIEF EXECUTIVE
RESPONSIBLE TO:	The council, through the leader of the council
RESPONSIBLE FOR:	Strategic management Leadership including responsibilities as head of paid services Partnership and community development Resource management Working with members Equality and diversity

MAIN PURPOSE OF JOB:

- To provide leadership in the strategic management of the council and to support Members with the objective of achieving its vision, priorities, aims and ambition for Slough
- To be the head of paid service and ensure that the council is organised efficiently and effectively to deliver excellent customer focused services.
- To enhance the reputation of the Council with residents, businesses and other stakeholders

MAIN RESPONSIBILITIES:

Strategic management

1. To ensure that the council's vision, priorities and aims are made a reality by providing a clear sense of direction, optimism and purpose and by marshalling the resources of the whole organisation to achieve these ends.
2. To be the council's principal adviser on corporate strategy by setting a clear framework for the development and achievement of corporate policies and objectives and through working effectively with members through the council's democratic structure.

Leadership

3. To be the head of paid service and to lead the corporate management team so that positive contributions are made by directors in the development and implementation of policies that will optimise service delivery to the people of Slough.
4. To inspire, empower and develop the council's workforce to secure a real sense of ownership of its vision and priorities, seek continuous improvement, encourage cross-council working and move decision making and responsibilities as close as possible to the point of service delivery.
5. To develop and maintain a flexible and focused organisation which is able to embrace, absorb and respond positively to changing requirements and priorities.

Partnership and community development

6. To lead the council's commitment to working with a range of stakeholders with the aim of maximising positive and sustainable investment through the Heart of Slough project and other initiatives.
7. To develop and maintain effective systems of consultation, community involvement and partnership working to achieve the council's community strategy.
8. To promote the interests and image of the council and enhance its influence in constructive relationships with key stakeholders in the community, in government and other public bodies, the voluntary sector and in the business community.


Resource management


9. To ensure that effective organisational structures and performance management systems are in place to plan, deliver and monitor strategic and service objectives.
10. To plan and keep under review the council's budget strategy and other significant financial funding arrangements in line with the priorities agreed by the council; to ensure that budgets are monitored and controlled and that there is clear accountability.

Working with members

11. To have overall responsibility for the management of relationships between elected member, political groups and officers by establishing a clear understanding of roles and by developing and maintaining clearly understood procedures for converting policies into action within the constraints of propriety and legality.
12. To provide the leadership, communication and action which exemplify the council's values and commitment to value diversity, ensure equality of opportunity and strengthen cohesion in the community.

Person Specification

	Description	Essential/ Desirable	 disability confident EMPLOYER	Method Application Interview, Test
Experience				
1.1	Significant experience as a senior director or as a Chief Executive in local government or similar public sector organisation with a track record of success as a senior manager	Essential	✓	A/I
1.2	Successful corporate leadership with significant track record in strategic planning and performance management leading improved outcomes for local people	Essential	✓	A/I
1.3	Successful working with elected members or stakeholder and in building relationships of trust	Essential	✓	A/I
1.4	A track record of achievement in partnership working with a wide range of stakeholders	Essential	✓	A/I
1.5	Establishing effective relationships with multicultural communities and in dealing confidently with diversity issues	Essential	✓	A/I
1.6	Successfully leading organisational change to achieve major improvements	Essential	✓	A/I
1.7	Success in financial, people and resource management of a significant scale and complexity	Essential	✓	A/I
2.1	A clear understanding of the major challenges in local government and of the current social policy issues to be faced in a multicultural urban environment	Essential	✓	I/T
2.2	Strategic planning and performance management systems including external inspections	Essential	✓	I/T
2.3	Legislative and financial frameworks within which local authorities operate	Essential	✓	I
2.4	High level of understanding and commitment to diversity issues.	Essential	✓	I/T

	Description	Essential/ Desirable	 disability confident EMPLOYER	Method Application Interview, Test
Knowledge				
3.1	Has highlight developed leadership skills to inspire commitment from team's individuals throughout the council.	Essential	✓	I/T
3.2	Has high personal credibility and political sensitivity to work with elected members and a wide range of key stakeholders.	Essential	✓	I/T
3.3	Demonstrates a well developed strategic perspective that can be applied to achieve results in a broad range of corporate, community and services issues.	Essential	✓	I/T
3.4	Has the ability to plan, organise and review corporate systems and structures to deliver results and achieve continuous improvement.	Essential	✓	I/T
3.5	Can lead major changes in an inspirational way.	Essential	✓	I/T
3.6	Communicates clearly and effectively to a range of audiences and is confident in dealing with the media.	Essential	✓	I/T
3.7	High interpersonal, influencing and persuasive skills and is a good negotiator.	Essential	✓	I/T
3.8	Can build effective partnerships with a wide range of stakeholders.	Essential	✓	I/T
3.9	Shows sound judgement, balanced decision making and had good analytical skills.	Essential	✓	I/T
3.10	Committed, robust, resilient and has the drive and energy to achieve results within a challenging and complex environment	Essential	✓	I/T
Key competencies				
4.1	Degree or equivalent qualification	Essential	✓	A
4.2	An appropriate professional qualification	Desirable		
4.3	Management qualification	Essential	✓	A
4.4	Evidence of continuing professional development	Essential	✓	A

Main Terms and Conditions Of Service

PERMANENT STAFF

DATE: January 2017 **CLOSING DATE:** xx January 2017
DIRECTORATE: Chief Executive
JOB TITLE: Chief Executive **REF NUMBER:** xx-xxxx

This post is subject to the Joint Negotiating Committee (JNC) for chief executives of local authorities terms and conditions as supplement by Slough Borough Council local agreements.

Salary

The chief executive grade consists of 4 incremental points, £132,544, £140,365, £149,121 and £159,054 and is fully inclusive of all additional elements including local weighting.

Payment of Salary

Your salary will be paid monthly in twelve equal payments into a bank, giro bank or building society account of your choice. This will be on or about the last working day of the month.

Annual increments are paid on 1st April each year subject to 6 months service and satisfactory performance against key tasks endorsed by the Leader of the council.

Annual Leave

Our annual leave is generous and the longer you work for us and local government the more you get. You are entitled to 30 days per annum per complete holiday year. The annual leave provision is increased to 32 days inclusive after 5 years service.

The annual leave year runs from 1 April to 31 March.

The yearly entitlement is based on full time staff; for part time staff the entitlement is pro rata.

You are also entitled to 8 public and bank holidays, which is pro rata for part time staff.

Hours of Work

37 hours a week. However, the nature of the post and its level of seniority and responsibilities are such that the post holder will be expected to undertake additional hours including evening and weekend working as necessary to fulfil the requirements of the role.

The Council supports a range of flexible working arrangements to promote work-life balance dependant on the operational needs of each service.

Pension

Unless you specifically opt out in writing, you will automatically become a member of the Local Government Pension Scheme (LGPS). Further details are available from the council or you can link to the website for a Guide for New Employees to the pension fund on

<http://www.rbwm.gov.uk/berks-pension/index.htm> .

The main benefits of being a scheme member can be found under [http://www.rbwm.gov.uk/berks-pension/LGS1B\(0411\)EmployerShortGuide.doc](http://www.rbwm.gov.uk/berks-pension/LGS1B(0411)EmployerShortGuide.doc)

You may choose to remain in or arrange your own personal pension plan (PPP), or remain in the State Earnings Related Pension Scheme (SERPS).

Allowances

Relocation package:

You will be eligible to receive an allowance under the council's relocation assistance scheme to cover removal and relocation expenses up to a maximum of £8,000 should you need to relocate to take up this post i.e. to move from outside a 26 mile radius of the council offices.

Mileage allowances:

The Council will reimburse all business mileage undertaken, whether inside or outside the borough, in accordance with HM Revenue and Customs rates. Currently this will be paid at 45p/mile for the first 10,000 business miles in the tax year and 25p for each business mile over 10,000 miles in the tax year. All mileage claims need to be supported by VAT receipts.

Business mileage undertaken by motorcycle or bicycle, whether inside or outside the borough, will be paid in accordance with HM Revenue and Customs rates, i.e. for motorcycles 24p per mile (claims to be supported by VAT receipts) and for bicycles (claims to be submitted) 20p per mile.

These provisions are subject to review, variation and discontinuance at the Council's discretion and/or in the light of operational needs.

All employees who use their cars for official business must ensure that their vehicle insurance policy is suitably endorsed for official and authorised Council business use.

Evening Meetings:

The salary of the chief executive covers the requirement for attendance at evening meetings and at other unsocial times.

Professional subscriptions:

The Council will reimburse you for the cost of one professional subscription per annum if agreed by your Director as relevant and necessary to the fulfilment of your duties.

Other schemes

Other payments may be made for additional work, outstanding performance, temporary cover for senior staff and other special circumstances.

Smoke Free

Slough Borough Council is a Smoke Free Council and smoking is not permitted within any Council premises, non-residential buildings and Council Vehicles.

Health Assessment

The Council believes that screening new employees is an important management process and therefore you will be asked to complete a Health Assessment Questionnaire, however this is not a condition of employment. As part of this process we may ask you to take a medical examination if the council's medical adviser feels it is necessary to the position. Certain key members of staff are medically examined periodically. The council will pay for this.

Probationary period

During the first six months of your appointment you will be covered by the council's probationary policy and procedure. Your work performance will be monitored closely and you will be expected to demonstrate your suitability for the post.

Political restrictions

This post is politically restricted under the Local Government and Housing Act 1989.

This means that you can be a member of a political party but cannot hold office for that party or stand for election as a councillor or MP.

Period of notice

3 months

Emergency planning

Due to the seniority of this post you will be required to assist in providing an effective response on the part of the authority to many major civil emergencies that may arise. This involves a range of co-ordinative, liaison and communication tasks working both within the council's offices and at other locations and can involve stand-by or call-out on a roster basis. Training will be provided to enable this duty to be fulfilled. This requirement is reflected in the grading of the post and no further remuneration will be payable.

General Employment Information

Data Protection Act

The information you provide will be processed in accordance with the Data Protection Acts 1998 and any subsequent legislation.

Equality Act 2010

This Act protects people with disabilities from unlawful discrimination. The Council operates a "Guaranteed Interview Scheme" for applicants who declare they have a 'disability' (as defined by the Equality Act 2010). Any 'disabled' applicant who meets the essential criteria for the job will be offered an interview.

Definition of Disability

The definition of disability, as outlined in the Equality Act 2010 is as follows:

"A physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day-to-day activities".

To be protected under the Act,

- An individual must have, or have had, an impairment which can be physical or mental
- It must have adverse effects which are substantial, that is something more than minor or trivial.
- It needs to be long term, i.e. the impairment has lasted or is likely to last in total for at least twelve months or is likely to last for the rest of the life of the person affected

And

- It must affect normal day-to-day activities at work on a regular basis

Equal Opportunities in Employment

Slough Borough Council is committed to being an employer of choice. Our aim is to ensure that no job applicant or employee receives less favourable treatment on grounds of age, disability, gender reassignment, marriage or civil partnership, maternity and pregnancy, race, religion or belief, sex and sexual orientation. These are protected characteristics under the Equality Act 2010. In addition, the Council also recognises trade union membership and activity or any other reason which cannot be shown to be justified which will also result in grounds for unfair discrimination.

Recruitment and selection criteria, procedures and practices will be kept under regular review to ensure that individuals are selected or promoted on merit. All employees will be given equal opportunity and, where appropriate, training to progress within the Council.

Local authorities have a legal responsibility to promote Equality of Opportunity. The Council is committed to the use of those statutory provisions which permit Positive Action to improve recruitment and access to training where disadvantaged groups are under-represented. In particular the Council aims for its workforce to be representative of the local population.

The Council continually monitors this policy to assess its effectiveness.

Feedback

Anyone who applies for a job with Slough Borough Council and is unsuccessful can arrange for verbal feedback to be given by contacting the Chair of the shortlisting / interview panel.

Interview Expenses

Reasonable out of pocket expenses will be reimbursed when attending for interview; travelling expenses are limited to 2nd class rail/bus fare. Mileage is reimbursed at a rate of 19.8p per mile. Candidates will be sent their expenses by cheque after the interview. If a candidate is invited from overseas, travel expenses will be calculated from the nearest airport/ seaport in this country.

Pre-Employment Screening

It is our policy to carry out checks to confirm the details on the application form/CV. False information which results in an appointment will render the individual liable to dismissal without notice.

- **Proof of Qualifications**

You will be asked to produce certificates confirming your qualifications or membership of professional bodies that are stated in your application form/CV.

- **References**

References offered will be taken up. We reserve the right to contact any other previous employer for a reference. We will also take into consideration relevant information received from any source. This may include information held by the authority, for example in social care or education, and information received from other external authorities or bodies.

- **Work Permit**

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. You will be asked to submit original proof of identification (photocopies are not acceptable), such as a birth certificate, national insurance number, passport or driving licence. You will be asked to submit all marriage/relevant certificates in cases where you have changed your name, and previous address details.

Childcare Vouchers

Computershare Voucher Services (CVS)

Childcare vouchers are a Government approved tax-efficient way of paying for childcare. They can be used for children of all ages (up to 16) to pay for any Qualifying Childcare in a wide range of childcare settings.

The table below shows how much tax and NI you can save each month if you order the maximum amount eligible for your tax band (figures published 2013):

	If you pay Basic rate tax	If you pay Higher rate tax	If you pay Additional rate tax
Maximum monthly voucher value	£243	£124	£110
Tax Rate	20%	40%	45%
NI	12%	2%	2%
Tax savings	£48.60	£49.60	£49.50
Ni Savings	£29.16	£2.48	£2.20
Total monthly savings	£77.76	£52.08	£51.70

For further, detailed information, please log onto:

www.computersharevoucherservices.com/parentpack

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The advertisement

Chief Executive

Salary £132,544 - £159,054

Ref: xx-xxxx

Slough is the town with the population, economy and challenges of a London borough, the economic powerhouse of the south east and a town where the pace of change is relentless.

And that change is happening here at the council as well as in the town. With a new Leader in place we now have an exciting opportunity for the role of Chief Executive. This role comes at a pivotal moment for us in our development. We are delivering an ambitious programme of transformation to our services and have in place a challenging and robust five year place and financial strategy.

We are committed to further improving the stability and potential of the council and are looking for a Chief Executive who can deliver inspirational leadership to ensure we meet our ambitions in the challenging financial context that local government operates in.

In addition to a significant track record of achievement in local government, we will expect our new Chief Executive to continue to raise the profile of the council and to work closely with the Leader for our communities and businesses. The successful candidate will need proven leadership skills and experience in strategic planning and performance management leading to improved outcomes for local people. In addition, the ability to build and maintain effective relationships with business, government, our partners and other public service providers is essential.

For an informal discussion about the post please contact Councillor Sohail Munawar, Leader of Slough Borough Council, on 01753 xxxxxx.

Closing date is Thursday x xxxxx 2017 at 5.00pm

Interviews will take place w/c xx xxxxxxxx2017.

Apply for this job online at www.slough.gov.uk/jobs. Alternatively email recruitment@slough.gov.uk or call our 24 hour message line on 01753 875074 for a pack, outlining the reference number above.

www.slough.gov.uk.

We value diversity.



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