

18th November 2019

Appointment of Head of Paid Service

Purpose of Report

This report is seeking the approval of the MCA to appoint Dr David Smith as Chief Executive Officer and Head of Paid Service to June 2022.

Thematic Priority

Cross Cutting - Governance

Freedom of Information and Schedule 12A of the Local Government Act 1972

This paper is not exempt from FOI requests and will be published in line with the Combined Authority Publication Scheme.

Recommendations

The Board are asked to approve the appointment of Dr Dave Smith as Chief Executive and Head of Paid Service to 2022.

1. Introduction

- 1.1 The MCA, at its meeting on the 3rd June 2019, agreed the recruitment process for its Chief Executive. This process has now concluded, and the Board is requested to approve the decision of the appointments panel.

2. Proposal and justification

The Recruitment Process

The recruitment process comprised a three-stage process.

2.1 Longlist Sift of CV

This was undertaken by:

- Damien Allen (LA CEX)
- Nigel Brewster (LEP Board Vice Chair)
- Mel Dei Rossi (SCR Executive)
- Rachael Radford (HR)

The first stage process

- An informal session for candidates to meet with senior officers from the SCR Executive and the PTE,
- A candidate presentation and
- A competency-based interview.

The panel for the presentation and competency-based interview was:

- Nigel Brewster (LEP Board Vice Chair),
- Lucy Nickson (LEP Board Vice Chair),
- John Mothersole (LA CEX) and
- Rachael Radford (HR).

The second stage interview

A targeted discussion and series of questions developed based upon feedback from the first panel.

The panel for the second interview was

- Mayor Dan Jarvis,
- Chris Read (MCA Vice Chair)
- James Muir (LEP Chair),
- Lucy Nickson (LEP Vice Chair), and
- Rachael Radford (HR).

- 2.2** Following the longlisting of applications three candidates were interviewed at the first stage and of this two progressed to the final stage.

The Compensation Package

2.3 Other MCA / CA benchmarking

This analysis has shown that the average of the total compensation package in 18/19 was £172.5k per annum and uplifted by 2% to achieve a 19/20 position Benchmarking of all MCA / CA CEX compensation packages has been collated for the end of the financial year 18/19 and uplifted by 2% to achieve a 19/20 position of £175.6k per annum.

2.4 South Yorkshire benchmarking

This analysis has shown that the average of the total compensation package for South Yorkshire Local Authority Chief Executives is £197.95k per annum.

- 2.5** The proposed value of the total compensation package for the role of MCA Head of Paid Service is suggested as in a range of £165.6-£175.6k.

This will place the compensation package in a range below the median amount for MCA CEX, and £22.35k-£32.35k- below the average LA CEX compensation package.

3. Consideration of alternative approaches

- 3.1** The Interim Head of Paid Services was appointed by the MCA at its meeting in June 2016 following a recruitment process. The appointment was not made for any specific duration and has been extended beyond the original period envisaged. The MCA dismissed continuing with this interim arrangement.

- 3.2** The alternatives considered by the MCA in June were to appoint another officer or retain the current contracted arrangements. Given the position on devolution, the Mayoral cycle, the agreed changes to governance that are being implemented (as approved by the MCA in January 2019) and the other changes to Statutory Officers, it was considered that the recruitment of the Head of Paid Services on a fixed term basis is essential for continued delivery.

4. Implications

4.1 Financial

There will be minimal changes to the financial position in the Group as the position of Head of Paid Service has been filled on an interim basis to date. Therefore, the funding is already included within budget.

4.2 Legal

The appointment process was established to comply with all required legislation and the constitution of the MCA will be subject to the agreed SCR MCA contract of employment.

4.3 Risk Management

4.4 Equality, Diversity and Social Inclusion

The MCA and LEP policies were adhered to in the conducting of the recruitment process.

5. Communications

5.1 Whilst this report is in the public domain, subject to approval, a formal press release will be issued by the Mayor and the LEP chair.

6. Appendices/Annexes

6.1 None

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Background papers used in the preparation of this report are available for inspection at: 11 Broad Street West, Sheffield S1 2BQ

Other sources and references: