

Birmingham City Council
Report to Full Council Public
Meeting

12 July 2022



Subject:	Appointment of Chief Executive and Head of Paid Service
Report of:	Chief Officer and Deputy Chief Officer Appointment and Dismissal and Service Conditions Sub Committee – JNC
Relevant Cabinet Member:	Councillor Ian Ward, Leader
Lead Contact:	Darren Hockaday - Interim Director of People Services Darren.Hockaday@birmingham.gov.uk

1. Purpose of the Report

- 1.1 This Report sets out the recommendation that Deborah Cadman be appointment as the Council's Chief Executive and Head of Paid Service.

2 Decision Required

- 2.1 Note i) the need for urgency of this appointment and ii) the exempt appendices to this report.
- 2.2 That Deborah Cadman be appointed as the Council's Chief Executive and Head of Paid Service on the terms and conditions as set out in the attached exempt appendices with a commencement date for permanent employment to be agreed.

3. Background

- 3.1 Deborah Cadman commenced fixed term employment with the Council as Interim Chief Executive on 21st June 2021. This fixed term contract is due to expire on 31st December 2022 and there is a need for the Council to appoint a Chief Executive & Head of Paid Service on a permanent basis.
- 3.2 An internal recruitment process was commenced in June seeking expressions of interest from JNC Officers to apply for the post of Chief Executive & Head of Paid Service on a permanent basis. Deborah Cadman was the only Chief Officer who expressed an interest for the role.
- 3.3 On 1st and 4th July 2022 an assessment and interview process was undertaken which consisted of various sessions involving Members and key stakeholder Partners who provided feedback as part of the interview process.
- 3.4 On 1st July 2022, a key partners stakeholder panel took place and consisted of the following members Rebecca Davis (West Midlands Employers), Ashley Bertie (icva), Jean Templeton (St Basils), Derrick Campbell (Police Conduct), David Melbourne (NHS Birmingham and Solihull), Marcia Lewinson (Waits Actions).
- 3.5 On 4th July 2022, a formal interview took place for the post of Chief Executive and Head of Paid Service by the JNC Core Panel, Chief Officer and Deputy Chief Officer Appointment and Dismissals, and Service Conditions CBM Sub- Committee. The Panel consisted of Councillor Ian Ward, Leader of the Council, Councillor Brigid Jones, Deputy Leader, Councillor, Ewan Mackay the Deputy Leader of the Conservative Group, Councillor Jon Hunt the Leader of the Liberal Democratic Group and Councillor Yvonne Mosquito Cabinet Member Resources.
- 3.6 The Recruitment Advisory Panel consisted of Darren Hockaday Interim Director of People Services as technical advisor to the panel and Satinder Sahota, Interim Monitoring Officer & City Solicitor was also present. Both Officers provided feedback to JNC in an advisory capacity.

4. Consultation

- 4.1 Consultation has taken place with the Leader of the Council, the Deputy Leader of the Council, the Leader of the Conservative Group and the Leader of the Liberal Democratic Group, as to the recommendations in this report. Additionally, in accordance with the Constitution, Cabinet Members have provided no objection to the recommendation to appoint Deborah Cadman as Chief Executive & Head of Paid Service.

5. Human Resource Implications:

- 5.1 The urgency of this report is understood, and therefore the recommendation at 2.2 is supported by the Interim Director of People Services.

6 Terms & Conditions including Financial details:

- 6.1 The Chief Executive post will be employed in accordance with usual terms and conditions agreed by the Joint Negotiating Committee (JNC) for Chief Executives as adopted and varied by the Council and this post will be paid via the Council's payroll. See Appendix 2, 3 and 4 for further detail of contract of employment for JNC Officers and the offer letter for Deborah Cadman.
- 6.2 The relevant grade for this post is B04 JNC Chief Executive, and the current approved pay scale range £188,793 - £283,189 per annum.

7. Legal Implications

- 7.1 The Council is required to designate one of its officers as the 'head of paid service' in accordance with S4 (1) Local Government and Housing Act 1989.
- 7.2 The recommendation 2.2 of this report complies with Part B4 4.2 and Part C7 7.4 of the Council's Constitution and fulfils the legal obligation on the Council to appoint a Head of Paid Service.

8. Public Sector Equality Duty:

- 8.1 There are no public sector equality duty considerations in relation to the proposals set out in this report.

9. Reasons Decisions:

- 9.1 To ensure that the Council is able to satisfy its statutory and constitutional responsibilities.

10. Background documents (if any):

- 10.1 None

11. Exempt Appendices

- 11.1 The following are being exempted under paragraph 1 (Information relating to any individual) under Schedule 12A of the Local Government Act [1972].
 - 1. Curriculum Vitae – Deborah Cadman (Personal details redacted)
 - 2. Contract of Employment
 - 3. Offer Letter
 - 4. Terms & Conditions including financial details