



REPORT TO: COUNCIL

DATE: 7 JULY 2016

REPORT OF THE: CHIEF EXECUTIVE
JANET WAGGOTT

TITLE OF REPORT: REQUEST FOR SUPPORT OF THE CHIEF EXECUTIVE TO
SELBY DISTRICT COUNCIL

WARDS AFFECTED: ALL

EXECUTIVE SUMMARY

1.0 PURPOSE OF REPORT

- 1.1 To advise Members of the request from the Leader of Selby District Council for the Chief Executive of Ryedale to work as the interim Chief Executive of Selby District Council, on a part time basis, commencing on the 1 August 2016.

2.0 RECOMMENDATION

- 2.1 That Council is recommended to approve:
- (i) The request from the Leader of Selby District Council that the Chief Executive of Ryedale District Council works, on a part time basis, as the interim Chief Executive of Selby District Council from the 1 August 2016 until further notice.

3.0 REASON FOR RECOMMENDATION

- 3.1 It is recommended that the request from Selby is approved. There are a number of reasons to consider approving the recommendation.
- There is an opportunity for the Chief Executive to work more strategically across two Districts and for financial savings of the shared costs of the Chief Executive's salary.
 - It offers Ryedale District Council the opportunity to be more closely involved in the collaboration between Selby District Council and North Yorkshire County Council whilst supporting Selby District Council for the interim period when Selby are without a Chief Executive.
 - There is an opportunity for Officers to develop resilience across Districts
 - Shared experiences and learning from other Authorities, Selby and NYCC
 - Offers Ryedale the opportunity to explore in "real time" the possibility of this interim arrangement becoming a more formal shared management team arrangement in the future, providing there is agreement for this approach.

4.0 SIGNIFICANT RISKS

- 4.1 There is a risk that the Chief Executive resource is spread too thinly and that key projects are not delivered on time, to budget. This has been mitigated by having good communications and competent staff in place. The ability to access information and be contactable from any location means that the issues can be addressed without undue delay. In addition Officers are in place and are able and willing to work slightly differently to facilitate this interim arrangement.
- 4.2 There could be different priorities, "pushes and pull" factors from one Authority to another. There are a number of projects and topics which apply to both Districts and consequently both Districts are deploying resources to the same or similar topics. There is an opportunity for shared learning and shared benefits in the areas of service reviews and change management. Rather than being a risk it is anticipated that there is an opportunity for a more efficient deployment of time and resource. The benefits will include maximising the value from attending meetings which both Chief Executives would previously have attended for example (LGY&H, NY&YCEs, DCXs).

5.0 POLICY CONTEXT AND CONSULTATION

- 5.1 As the Chief Executive is a Member appointment it is for the Council to decide whether or not they agree to the request from the Leader of Selby. This would mean that Ryedale's Chief Executive would be the interim Chief Executive of Selby, part time, and remain the Chief Executive of Ryedale.
- 5.2 The senior management team and the Chief Executive's Personal Assistant, at Ryedale District Council, have been consulted. They have been advised that, subject to member agreement, the Chief Executive is willing to undertake this role as support for Selby and also as an opportunity to see if there is a possibility of a more permanent shared management arrangement between the Authorities in the future.

REPORT

6.0 REPORT DETAILS

- 6.1 Ryedale has been approached by Selby District Council to see if the Chief Executive is able to assist Selby by acting as the interim Chief Executive for the period 1 August until a more permanent arrangement has been established. It is envisaged that this could be for a period of 3-6 months.
- 6.2 The reason for the request is because the current Chief Executive of Selby has been appointed to the position of the Chief Executive of the City of York Council and is due to take up that position on the 1 August 2016. The senior management team in Selby has recently been restructured and appointments made. The two most senior appointments, Directors, have been recruited externally and have very recently taken up post.
- 6.3 The Leader of Selby District Council has approached the Leader and the Chief Executive of Ryedale District Council to see if Ryedale are able to offer a shared Chief Executive arrangement for the interim period, from the 1 August 2016 for a period of 3-6 months, to allow Selby time to consider a permanent arrangement.
- 6.4 Selby and North Yorkshire County Council have had a shared Chief

Executive/Assistant Chief Executive appointment for the last 3 years and have delivered the Better Together programme including a number of shared services. These arrangements have delivered mutual benefits of service resilience, staff development and financial savings. There is a possibility that these arrangements could also be beneficial to Ryedale .

7.0 IMPLICATIONS

7.1 The following implications have been identified:

a) Financial

The Chief Executive's salary and on costs will be shared with Selby District Council for the duration of the interim arrangements which are due to commence on 1 August 2016. It is proposed that the Chief Executive work for Selby District Council for the equivalent of 2 days a week, days to be agreed .

There are also financial implications if the Chief Executive does work for Selby that inadequate cover arrangements for the Chief Executive have not been put in place. This is mitigated by good communication, delegation, clear diary management.

b) Legal

The legal basis for the sharing of a Chief Executive is section 113 of the Local Government Act 1972 which enables one authority to place staff at the disposal of another.

8.0 NEXT STEPS

8.1 If Members agree to this proposal the next steps could include an evaluation of the interim arrangements to establish if a permanent arrangement is beneficial to all parties.

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Chief Executive

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Background Papers:

There are no background papers referenced in this report.