

Committee: Council

Date: 7th July 2021

Agenda item:

Wards: All

Subject: Appointment to the post of Chief Executive

Lead officer: Liz Hammond, Interim Head of Human Resources

Lead member: Chair of Appointments Committee and Leader of the Council

Key decision reference number:

Recommendations:

A To confirm the appointment of Hannah Doody recommended candidate to the post of Chief Executive, as the Council's Head of Paid Service with effect from 8th July 2021.

1. Purpose of report and executive summary

1.1 The purpose of this report is to confirm the appointment of Hannah Doody to the post of Chief Executive.

2. Details

2.1 The Appointments Committee have previously ratified the recruitment process to the post of Chief Executive at a meeting held on 21st January 2021.

2.2 The recruitment campaign was handled by Penna who have a good track record of recruitment to similar roles in other London Boroughs. They also advised about the salary for the role.

2.3 Long list assessments were conducted by Julie Towers (Managing Director, Penna) and Ben Cox (Associate Director, Penna). Of the thirteen applications received, seven candidates were long listed who then had a preliminary technical interview with Ben Cox (Director, Penna) and Carolyn Downs (Technical assessor and Chief Executive at Brent Council). They produced detailed reports on the candidates and three of the seven candidates were recommended for short listing.

2.4 The short listed candidates completed psychometric assessments that tested intellectual ability, personality and motivation.

2.5 From a diversity perspective, of the thirteen applications received, 54% were of a white background and 47% BAME. Of the seven longlisted candidates, 74% were of a white background and 26% BAME. Of the three shortlisted candidates, 67% were of a white background with 33% BAME.

2.6 On 19th April one of the shortlisted candidates withdrew from the process for personal reasons, leaving two candidates for interview.

2.7 On 26th April the two candidates met key external stakeholders from a range of partner organisations and an internal staff group which were followed by a formal

interview with the Appointments Sub Committee (Councillors Mark Allison, Eleanor Stringer, Nick McLean, Anthony Fairclough and Marsie Skeete), which included a pre-prepared presentation.

- 2.8 Hannah Doody, who currently holds the post of Director of Community & Housing at Merton Council was unanimously recommended to be appointable to the post.

3. Financial, resource and property implications

- 3.1 The costs of procuring the Chief Executive were c£25,000, including advertisements costs.

4. Legal and statutory implications

- 4.1 The appointment of the Head of Paid Service is a function which can only be discharged by Full Council.
- 4.2 This procedure for appointment is set out in the Employee Procedure Rules (part 4H) of the constitution. That process has been followed including the requirement to notify the proposed appointment to every member of the Cabinet. No objection has been received.

5. Human rights, equalities and community cohesion implications

- 5.1 The contents of this report are designed to ensure that the Council's processes are human rights and equalities compliant.
- 5.2 It is unlawful to discriminate on grounds of gender, race, disability, age, religion and belief and sexual orientation. This refers to both direct and indirect discrimination. In effect the process has to be evaluated against three tests (1) intention (2) method (3) effect. Where there is an **intention** to discriminate on any of the prohibited grounds, this would be unlawful. Where there is no such intention but the recruitment **methods** used are discriminatory, then the outcome may be open to challenge. Where the intention and method are sound but the **effect** is shown to have disproportionate effect on a particular category of applicant then the outcome may be open to challenge.

6. Risk management and health and safety implications

- 6.1 None

7. Appendices – the following documents are to be published with this report and form part of the report

- 7.1 None

8. Background Papers – the following documents have been relied on in drawing up this report but do not form part of the report

- 8.1 None

9. Contacts

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10. Useful links

- 10.1 Merton Council's Web site: <http://www.merton.gov.uk>
- 10.2 Readers should note the terms of the legal information (disclaimer) regarding information on Merton Council's and third party linked websites.
- 10.3 <http://www.merton.gov.uk/legal.htm>
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