

Rother District Council

Report to:	Cabinet
Date:	6 September 2021
Title:	Appointment of Chief Executive
Report of:	Councillor Doug Oliver, Leader of the Council
Cabinet Members:	-
Ward(s):	-
Purpose of Report:	To recommend the appointment of the Chief Executive and Head of Paid Service role on a substantive basis.
Decision Type:	Key
Officer	
Recommendation(s):	Recommendation to COUNCIL: That following a successful initial year in the role of Chief Executive and Head of Paid Service, Malcolm Johnston be appointed to that role on a substantive basis.

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1. Members will recall that as part of the senior staff restructuring in 2020, Full Council agreed on 21 September 2020 that Malcolm Johnston be appointed to the role of Chief Executive and Head of Paid Service with effect from 28 September 2020 for an initial period of one year (Minute C20/41 refers).
 2. As part of the process it was agreed that a Member Panel would conduct regular performance reviews against set objectives and a behaviour framework. That Panel would submit a report to full Council in one year's time. The Panel comprised the following Members:

Panel 1: Cllrs Oliver, Prochak, Bayliss and Vine-Hall
Panel 2: Cllrs Oliver, Prochak, Bayliss and Dixon
Panel 3: As for Panel 2
 3. The purpose of this report is to comply with that decision in giving the Panel's recommendation to Full Council.
 4. This past year has certainly been challenging given the impact COVID-19 has had on our communities, businesses and the Council itself in terms of delivery of services and its own financial resources. As the Council went through the pandemic it had to adapt the way it delivered its services and as the country comes out of the pandemic the Council needs to continue to adapt to a new post-COVID-19 environment.
 5. In addition, the Council is committed to an ambitious Corporate Plan, with many projects either in an advanced stage of planning or actually being delivered.

6. Over the past year Mr Johnston's performance has been formally assessed on two separate occasions by the Panel using the criteria referred to previously. At a third meeting to consider the outcome of those reviews the Panel unanimously agreed to recommend to Full Council that he be appointed to the role on a substantive basis with immediate effect.

7. At a third meeting, the Panel considered whether the appointment should be made substantive, or whether the Chief Executive post should be opened up to external competition. Their final decision was taken in the context of the current needs and future prospects of the authority. On the basis of Mr Johnston's successful performance, the Panel unanimously agreed to recommend to Full Council that he be appointed to the role on a substantive basis with immediate effect.

Other Implications	Applies?	Other Implications	Applies?
Human Rights	No	Equalities and Diversity	No
Crime and Disorder	No	Consultation	Yes
Sustainability	No	Access to Information	No
Risk Management	No	Exempt from publication	No

Report Contact Officer:	Councillor Doug Oliver
Appendices:	None
Relevant Previous Minutes:	C20/41 – Minutes of Full Council meeting 21 September 2020
Background Papers:	None
Reference Documents:	None