

Decision Maker: Council

Date: 10 December 2018

Decision Type: Non-Urgent Non-Executive Non-Key

Title: Acting Chief Executive Appointment

Contact Officer: Charles Obazuaye, Director of Human Resources & Customer Services
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Chief Officer: Charles Obazuaye

Ward: N/A

1. Reason for report

- 1.1 The Council is legally required to appoint a Head of Paid Service pursuant to the Local Government Act.
- 1.2 Following the resignation of the current Chief Executive, Doug Patterson, this report is seeking full Council approval to appoint the current Deputy Chief Executive, Ade Adetosoye OBE, into the Chief Executive role in an acting capacity. In line with the current arrangement, the appointment of the Chief Executive in any capacity is reserved for the full Council.
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2. RECOMMENDATIONS

- 2.1 To confirm the appointment of Ade Adetosoye (Deputy Chief Executive and Executive Director of Education, Care and Health Services) as the Acting Chief Executive to replace the outgoing Chief Executive, Doug Patterson, with effect from 15th December 2018.
- 2.2 To agree that in the interim the Returning Officer and Electoral Registration Officer roles currently discharged by the Chief Executive will be carried out by Mark Bowen, Director of Corporate Services.
- 2.2 To approve the additional honorarium/acting up payment of £11,000 per annum to the Acting Chief Executive taking his total package to £179,845 p.a. pursuant to the Localism Act 2010, set out in paragraph 3.5
- 2.3 Members may also use this occasion to pay tribute to the outgoing Chief Executive for his leadership and significant contribution to the organisation and the borough since 2007, both as Chief Executive and as the Chief Returning Officer for election duties.

Impact on Vulnerable Adults and Children

1. Summary of Impact:

Corporate Policy

1. Policy Status: Existing policy:
 2. BBB Priority: Children and Young People Excellent Council Quality Environment Safe Bromley Supporting Independence Vibrant, Thriving Town Centres Healthy Bromley Regeneration Not Applicable: Further Details – The role of the Chief Executive is key to all these priorities. Being the Head of Paid Service and the most senior officer of the Council, the Chief Executive is expecting to lead on each of these priorities.
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Financial

1. Cost of proposal: Estimated Cost Further Details –
 2. Ongoing costs: Recurring Cost:
 3. Budget head/performance centre:
 4. Total current budget for this head: £
 5. Source of funding: Existing salary budget
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Personnel

1. Number of staff (current and additional): 1
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement Non-Statutory - Government Guidance None: Further Details
 2. Call-in: Not Applicable:
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Procurement

1. Summary of Procurement Implications:
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Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? Yes No Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 As Members are aware the Chief Executive, Doug Patterson, who is also Head of Paid Service and the Chief Returning Officer, recently announced his decision to leave the Council having served the Council well since 2007. Mr Patterson joined Bromley Council having already served as a Chief Executive with Wokingham County Council and Harlow Council. Given the recent and on-going unprecedented challenges both structurally and financially facing local authorities it takes a special character to lead a local authority for eleven years! Mr Patterson is one of the longest serving Chief Executives not just in Bromley but also across London.

He has led the council through challenges and exciting transitional and transformational changes including large scale commissioning programmes, service reviews and realignments, corporate departmental rearrangements and transformation of failing services.

Finally, the out-going Chief Executive also represented the Council very well at external forums. His leadership and contribution to the Grenfell fire recovery programme as a 'Gold Commander' reflects very well on Bromley Council.

- 3.2 As stated above the Council is required to appoint a Head of Paid Service who is also the Chief Executive. The Council arrangements also provide for a Deputy Chief Executive, which is the second highest officer post in the Council. The Deputy Chief Executive post is currently held by Ade Adetosoye OBE who is also the Executive Director of Education, Care and Health Services.

Following the resignation of the Chief Executive with effect from the end of the calendar year (although his last day in the office is 14th December 2018 due to outstanding leave), naturally the successor to the post being vacated by the incumbent Doug Patterson, is the current Deputy Chief Executive, Ade Adetosoye OBE. This report is therefore seeking Members' approval to offer the Chief Executive role to Ade Adetosoye OBE on an interim/acting up basis. The Director of Human Resources will liaise with the Leader and his Cabinet on the next step including the duration and review of the acting up arrangement and key deliverables which will be monitored through normal supervision and annual appraisal discussion.

- 3.3 Ade Adetosoye OBE joined the Council exactly two years ago as Deputy Chief Executive and Executive Director of Education, Care and Health Services. Mr Adetosoye's outstanding track record of leading high performing children's services and turning around poor services made him an outstanding candidate for the Deputy Chief Executive and Director of Education, Care and Health Services.

Although, as directed by the Secretary of State, Mr Adetosoye's work has been focussed on transforming children's services, he also has managerial oversight for Housing, Education, Public Health, Adult Social Care, Programmes and Performance. In addition, as Deputy Chief Executive, Mr Adetosoye leads on behalf of the CEO, a number of corporate programmes, including, chairing the Corporate Leadership Team comprising the first and second tier officers in the Council, including Chief Officer colleagues. He is also charged with the challenging task of identifying savings and strategies to address and bridge the unprecedented financial gap facing the Council in the next few years. To that end, he is leading a Transformation Programme Board comprising the following: –

1. Review of statutory core services
2. Children's Services including Education
3. Adult services including mental health, learning disabilities and older people

4. Professional services

5. Housing

6. Environment and Community services

- 3.4 If appointed as acting Chief Executive, Mr Adetosoye OBE will receive an additional acting up allowance/honorarium payment of £11,000 per annum, taking his total salary to £179,845 per annum. The Chief Executive's role is on the Council's Management Board (MB) grade ranging from £147,363 per annum to £221,039 per annum. In line with the requirements of the Localism Act 2010 and the Council's Pay Policy Statement, Members are required to approve any total salary package of £100,000 or more. The package is comparable to what is being offered to new recruits elsewhere in London in particular.
- 3.5 If appointed as acting Chief Executive, Mr Adetosoye OBE will look at the departmental arrangements currently in place in his department, in consultation of course with the lead Members, to ensure the right fit and span of control. In the interim Mr Adetosoye's substantive post is not being backfilled on a like for like basis thus giving rise to immediate and possibly long term substantial cashable savings.
- 3.6 As stated above, the Returning Officer and Electoral Registration Officer roles which are currently fulfilled by the Chief Executive, Doug Patterson, will be carried out by Mark Bowen, Director of Corporate Services who presently deputises for the Chief Executive in these roles also on an interim basis.

4. POLICY IMPLICATIONS

Nothing specific to add except to reiterate that the council is required to appoint a Head of Paid Service. The role provides vital leadership within the Council and across the borough working well with other leaders in other local public services and the voluntary sector.

5. FINANCIAL IMPLICATIONS

None specific, the arrangement will be funded from the existing salary budget. As highlighted in paragraph 3.5 the arrangement will give rise to some savings.

6. PERSONNEL IMPLICATIONS

These are covered in the report. Suffice it to say that the arrangement is consistent with our legal obligations under the Localism Act, and there no specific equality implications.

7. LEGAL IMPLICATIONS

These are covered in the report.

8. PROCUREMENT IMPLICATIONS

N/A

Non-Applicable Sections:	
Background Documents: (Access via Contact Officer)	