

**APPOINTMENT PANEL FOR THE ARRANGEMENTS FOR THE APPOINTMENT
OF THE MANAGING DIRECTOR AND HEAD OF PAID SERVICE**

SUMMARY:

At the Cabinet meeting on the 21st April 2026, the Leader requested that the Licensing and Corporate Business Committee establish an assessment panel to consider the permanent appointment of the Council's Head of Paid Service. This report sets out the process to be undertaken.

In accordance with the Council's Constitution, Part 4 – Officer Employment Rules, for the appointment to the post of Head of Paid Service, the Committee is requested to appoint a cross-party Member Panel to include the Leader of the Council, Portfolio Holder with responsibility for Corporate Services and the Leaders of other political groups.

RECOMMENDATIONS:

That the Licensing and Corporate Business Committee

- (a) Notes the proposed processes for the permanent appointment of the Council's Head of Paid Service
- (b) Establish a cross-party Member Assessment Panel to include the Leader of the Council, the Portfolio Holder with responsibility for Corporate Services, and the Leaders of other political groups to consider the permanent appointment of the Council's Head of Paid Service.

1. INTRODUCTION

- 1.1 This report sets out the process for the permanent appointment of the Council's Head of Paid Service.

2. BACKGROUND

- 2.1 At the Licensing and Corporate Business Committee meeting on the 18 March 2026 the Committee approved the extension to Ian Harrison's appointment as Interim Managing Director and Head of Paid Service until the 31st August 2026, and recommended to Council that Ian Harrison continue to be designated as the Council's Head of Paid Service until this date.
- 2.2 The purpose of the extension was to allow sufficient time for the proposed management structures included in the Strategic Management Arrangements

report presented at Cabinet on 21st April 2026, to be put in place and to fulfil the Returning Officer role without disruption during the election period.

- 2.3 The extension would also enable a cross-party Member Panel to review the current interim arrangement, consider the performance of the postholder and make permanent arrangements for the Head of Paid Service.

3. PROPOSAL

- 3.1 The Council's constitution sets out the requirement for a cross-party group to consider the appointment of the Head of Paid Service. That group should consist of the Leader, Portfolio Holder for Corporate Service and Leaders of other political groups. Where required, deputies can be nominated by Group leaders, but appointees should be able to participate in the entirety of any recruitment and selection process.
- 3.2 Ian Harrison has been in the Interim Managing Director and Head of Paid Service role since May 2025. The Leader is proposing that subject to a satisfactory review of performance by the Member Panel, the position now be made permanent and the post be redesignated as Chief Executive in line with all other local authorities in Hampshire.
- 3.3 It is proposed that the performance review panel be held w/c 27 June. Following the review a special meeting of this Committee will be arranged on 1 July to consider the recommendation from the Panel and make recommendation to Council on 2 July. Given the timing of this Committee and the proximity to Council, provisional arrangements are being put in place for the Panel and will be confirmed after this meeting.
- 3.4 At its meeting on 1 July the Committee will also be asked to confirm the redesignation of the role to Chief Executive, the remuneration for the role and the future performance review arrangements.

4. DECISIONS FOR THE COMMITTEE

- 4.1 The decision for the Committee at this meeting is to appoint a cross-party Member Panel to include the Leader of the Council, the portfolio holder with responsibility for Corporate Services and the Leaders of the other political groups to consider the permanent appointment of the Council's Head of Paid Service. Appointees to be able to advise on a deputy if they are unable to participate.

Contact Details:

Report author:

Karen Edwards – Executive Director

Karen.edwards@rushmoor.gov.uk