

## **APPOINTMENT OF PERMANENT HEAD OF PAID SERVICE**

### **SUMMARY:**

This report sets out the outcome of the assessment process for the permanent appointment of the Council's Head of Paid Service following the cross-party Member Assessment Panel.

In accordance with the Constitution, the recommendation for the appointment of the Head of Paid service is made by the Licensing and Corporate Business Committee to the Council.

### **RECOMMENDATIONS:**

- (1) That the Committee Recommends to the Council the following:
  - (a) That the post of Interim Managing Director is redesignated to Chief Executive.
  - (b) That the statutory designation of Head of Paid Service is redesignated to the post of Chief Executive.
  - (c) That Ian Harrison be appointed as the Council's Chief Executive and Head of Paid Service with effect from 3<sup>rd</sup> July 2026
- (2) That the annual salary for the role of Chief Executive be agreed as £130,000 per annum and the proposed performance appraisal process for the Chief Executive based on the South-East Employers template be implemented.

## **1. INTRODUCTION**

- 1.1 This report sets out the outcome of the assessment process for the permanent appointment to the Council's Chief Executive and Head of Paid Service role.

## **2. BACKGROUND AND APPROACH**

- 2.1 At the Licensing and Corporate Business Committee held on 16<sup>th</sup> June 2026 a cross-party Member Assessment Panel was established to consider the permanent appointment of the Council's Chief Executive and Head of Paid Service.

- 2.2 The assessment panel consisted of four Members, comprising The Leader of the Council, the Portfolio Holder for Corporate Services, Cllr Masterson and Councillor Stewart.
- 2.3 The Panel met on 24<sup>th</sup> June 2026 to review and consider the performance of Ian Harrison, the Interim Managing Director and Head of Paid Service, alongside the outcomes of his performance objectives for the year 2025/26. Each Panel Member was provided with the opportunity to ask questions related to his performance objectives.
- 2.4 The Panel also considered the job title benchmarking information provided for the role of Head of Paid Service. This information included the job titles for all the Head of Paid Service roles at all the other Hampshire Local Authorities including the unitary councils. The findings demonstrated that all these roles are called 'Chief Executive'.
- 2.5 The Panel also reviewed and considered the salary benchmarking exercise provided by South-East Employers for the role of Chief Executive. This exercise provided comparator salary data from other Hampshire and Surrey local authorities to assist the Panel in determining the appropriate annual salary for the permanent Chief Executive.
- 2.5 The Panel also reviewed a proposed performance appraisal process for the Chief Executive based on the South-East Employers template to be implemented for the next performance review cycle and agreed this should be implemented and 360 appraisal considered.

### **3 DECISIONS FOR THE COMMITTEE**

- 3.1 To recommend to Council to redesignate the post of Interim Managing Director and to Chief Executive and redesignate the statutory role of Head of Paid Service from the Managing Director post to the post of Chief Executive. This ensures comparability with the Hampshire Local Authority Chief Executive job title.
- 3.2 To recommend to Council the appointment of Ian Harrison as the permanent Chief Executive and Head of Paid Service.
- 3.3 To agree the annual base salary for the role of Chief Executive and Head of Paid Service as £130,000 per annum.
- 3.4 To adopt the South-East Employers performance review process and procedure to be implemented for the next performance review cycle.

### **4. IMPLICATIONS**

#### **Legal Implications**

- 4.1 The Council is required by s4 Local Government and Housing Act 1989 to designate one of its officers as the Head of Paid Service. Currently the Constitution designates that statutory role to the post of Managing Director. The

committee is therefore recommended, should it agree to alter the post of Managing Director to Chief Executive, to designate the Head of Paid Service to the post of Chief Executive.

### **Financial Implications**

- 4.2 The additional cost of employment in a full year is £6,160. This is a permanent increase in the council's base budget and the cost pressure will be funded from within the overall current budget 2026/27 cost of the management team, as per the March and April 2026 Cabinet reports restructure proposals are currently being consulted to complete that process and achieve the objective set out within those reports.

### **Equalities Impact Implications**

- 4.3 There are no equality implications arising directly from this decision. South-East Employees (SEE) have provided input into the original appointment process and the performance review process.

## **5. CONCLUSION**

This report will put in place permanent arrangements for the Head of paid Service and provide the Council with stability at Chief Executive level for the remaining life of the Council.

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