



WMCA Board Meeting

Date	21 July 2017
Report title	Appointment of WMCA Chief Executive
Portfolio Lead	Andy Street, Mayor
Accountable Chief Executive	Keith Ireland, Clerk and Monitoring Officer to the West Midlands Combined Authority email: keith.ireland@wolverhampton.gov.uk tel: (01902) 554500
Accountable employee(s)	Keith Ireland, Clerk and Monitoring Officer to the West Midlands Combined Authority email: keith.ireland@wolverhampton.gov.uk tel: (01902) 554500
Report to be/has been considered by	Metropolitan Leaders WMCA Chief Executive Appointment Panel

Recommendation(s) for action or decision:

The WMCA Board is recommended to:

1. Approve the appointment of Deborah Cadman as the Chief Executive of the West Midlands Combined Authority.
2. Approve the Chief Executive's remuneration package at a fixed point of £187,500 per annum.

1.0 Purpose

- 1.1 To approve the final salary package of the WMCA Chief Executive.

2.0 Background

- 2.1 Following the advertisement of the Chief Executive role at a pay scale of between £160,000 to £180,000 an extensive search and selection process was undertaken.
- 2.2 On Friday 23 June 2017, the Mayor of the West Midlands and the seven Constituent Council Leaders interviewed two candidates.
- 2.3 The Panel unanimously agreed that Deborah Cadman, currently Chief Executive of Suffolk County Council, should be offered the role.
- 2.4 Following negotiations the final package agreed (with the discretion provided by the interview panel) is as follows:

Salary	£187,500
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Proposals in respect of relocation expenses, annual leave and other matters are dealt with in a report contained within the private part of the agenda for this meeting.

- 2.5 Target start date 1 September 2017 (subject to confirmation, latest start date will be 1 October 2017 if Deborah Cadman has to work her full notice period).
- 2.6 The Board is asked to note that the original salary ie. the substantive pay range is £160,000 to £180,000.
- 2.7 As the negotiated pay is higher than the substantive pay range there will be no automatic increase in base pay other than any JNC for Chief Officer nationally or regionally agreed pay increases. It should also be noted that there is no performance related pay approved for the post. Any change to either of these in the future will be the subject of a report to the Board of the West Midlands Combined Authority.

3.0 Financial implications

- 3.1 The £7,500 above budget can be accommodated within the overall budget of the Combined Authority.

4.0 Legal implications

- 4.1 There are no other roles affected by the change to the overall salary for the role of Chief Executive. Therefore any equal pay challenge is negated.

5.0 Equalities implications

5.1 A proper and appropriate recruitment process was undertaken.

6.0 Other implications

6.1 None identified.

7.0 Schedule of background papers

7.1 West Midlands Combined Authority Board paper 3 March 2017 re Appointment of WMCA Chief Executive.