

Non-Executive Report of the: General Purposes Committee 12 June 2018	
Report of: Zena Cooke, Corporate Director, Resources	Classification: Unrestricted
Update on Senior Recruitment May 2018	

Originating Officer(s)	Catriona Hunt, Head of HR -Resources, Place and Governance
Wards affected	All wards

REASONS FOR URGENCY

The report was not published five clear days in advance of the meeting due to administrative issues. Before the item can be considered at this meeting, the Chair of the Committee would need to be satisfied that it is necessary to consider information about the Update on Senior Recruitment May 2018 without that consideration being delayed to a later meeting. As the recruitment to senior management vacancies following the implementation of a revised Council structure has commenced the Committee may take the view that it is important that this process has the necessary member oversight without delay. The report is for noting and does not require any specific additional decisions from the Committee.

Executive Summary

This report updates Members on recent senior recruitment activity

Recommendations:

The General Purposes Committee is recommended to:

1. Note progress on the recruitment to senior management vacancies following the implementation of a revised Council structure.
2. Note interim arrangements made to cover vacant roles

1. REASONS FOR THE DECISIONS

- .1 General Purposes Committee has responsibility for the appointment to Chief/Deputy Chief Officer posts. It is usual practice for the Committee to establish Appointment Sub-Committees to fulfil the recruitment process and to receive regular progress reports.
- 1.2 Statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011 is taken account within the Council's Pay Policy Statement

(which was considered at Full Council on 21 March 2018) and employees being offered a salary package on appointment of over £99,999 per annum are subject to the approval of the General Purposes Committee.

- 1.3 Section 5.2 of the Officer Employment Procedure Rules says the engagement of Chief Officers, to permanent positions or interim positions of over three (3) months, will be through the normal recruitment process overseen by the HR (now the General Purposes) Committee.

2. ALTERNATIVE OPTIONS

The new posts could be left un-recruited to but this would not deliver the necessary benefits to deliver the Council's strategic priorities and respond to the findings of the Ofsted inspection of Children's Social Care.

3. DETAILS OF THE REPORT

3.1 Background

General Purposes committee received a report in March 2018 which provided an update on the recruitment to the new posts established in the corporate restructure in September 2016. This reports sets out the current status of recruitment to senior roles in the corporate restructure and requests the extension to the interim arrangements in place in respect of the Place Directorate.

3.2 Senior Management vacancies

The vacant Divisional Director posts for Public Realm and HR and Organisation Development are currently being advertised. Additionally, recruitment to the post of Divisional Director, Children's Social Care has now concluded. Recruitment to the role of Divisional Director of Adult Social Care will commence shortly. Details of progress on the recruitment is set out in the table below which also set out information on the interim arrangements for which the Committee are also asked to agree to the extension to the contracts for the interim arrangements for the role of Corporate Director Place

3.3 Progress of recruitment is as follows:

3.3.1 Posts appointed to since previous update

Job title	Current arrangements
Joint Director Integrated Commissioning	Warwick Thomsett commenced 21.5.18

3.3.2 Posts to be recruited to in the next 3 months

job title	Current arrangements	Comments
Divisional Director Children's Social Care	This post is now vacant and is being covered on an interim basis	Richard Baldwin appointed. Indicative start date July 2018
Divisional Director HR and OD	Vacant position	Recruitment process has commenced with indicative date for Appointments Sub Committee July 2018 2018.
Divisional Director Public Realm	Vacant position	Recruitment process has commenced with indicative date for Appointments Sub Committee to be convened in July 2018.
Divisional Director Adult Social Care	This role is being covered on an interim basis	Recruitment process to commence in May 2018

3.3.3 Posts where interim arrangements are continuing

job title	current arrangements	comments
Corporate Director Place	This role is being covered through an internal acting up arrangement	See 3.3.4 below
Divisional Director Housing & Regeneration	This role is being covered on an interim basis	Recruitment process to commence later this year.

3.3.4 Extension of interim arrangements

The Mayor has prioritised revised arrangements for the delivery of regeneration in the borough. The relationship between THH and the Council is being reviewed. In light of these pieces of work the Chief Executive and Mayor have agreed that it would be appropriate to look again at the overall arrangements for the Place directorate and consider if any further revisions are required. The approach to covering this role has served the Council well during the intervening period and a further six month extension will allow time for this review.

It is proposed that the acting arrangements for the Corporate Director Place role is extended for a period of six months from 12th June 2018 and that the interim arrangement for the Strategic Director role is also extended for a period of six months from 31st July 2018 pending recruitment to the Corporate Director Place position.

4. EQUALITIES IMPLICATIONS

The Council is committed to equalities and such considerations will be part of the recruitment process and informs the procurement process. All posts are recruited to on merit. Recruitment to the vacancies has been carried out in accordance with the Council's procedures.

5. OTHER STATUTORY IMPLICATIONS

5.1 This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:

- Best Value Implications,
- Consultations,
- Environmental (including air quality),
- Risk Management,
- Crime Reduction,
- Safeguarding.

5.2 Recruitment to the senior management structure will further enable the Council to deliver excellent services for residents and deliver the associated financial saving.

5.3 Risks associated with recruitment have been mitigated by the engagement of a specialised recruitment adviser.

5.4 There are no other specific implications arising from this report.

6. COMMENTS OF THE CHIEF FINANCE OFFICER

6.1 The interim arrangements within the Place Directorate are estimated to cost an additional £156k for the 9 month period April 2018-December 2018. Funding for this will need to be met from reserves.

6.2 The remaining posts are part of the core management team structure agreed and sufficient base budget funding has been set aside to meet the cost associated with those posts.

7. COMMENTS OF LEGAL SERVICES

7.1 This report provides an update on Chief Officer and Deputy Chief Officer Recruitment Activity. The extension of the interim arrangements in the Place

Directorate requires the agreement of General Purposes Committee as these extensions go beyond the term originally agreed.

Linked Reports, Appendices and Background Documents

Linked Report

- None

Appendices

- None.

Local Government Act, 1972 Section 100D (As amended)

List of “Background Papers” used in the preparation of this report

List any background documents not already in the public domain including officer contact information.

- None.

Officer contact details for documents:

- Catriona Hunt 0207 364 4522