

Non-Executive Report of the: General Purposes Committee 25 June 2019	
Report of: Corporate Director of Resources	Classification: Unrestricted
Update on Senior Recruitment – June 2019	

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

Executive Summary

This report updates Members on recent senior recruitment activity

Recommendations:

The General Purposes Committee is recommended to:

1. Note the current position on the recruitment to senior management vacancies in the Council structure;

1. REASONS FOR THE DECISIONS

- 1.1 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. **DETAILS OF THE REPORT**

2.1 **Background**

General Purposes Committee received a report in November 2018 which provided an update on the recruitment to the posts established in the corporate restructure in September 2016. This reports sets out the current status of recruitment to senior roles in the corporate structure.

2.2 **Senior Management vacancies**

Detail of the progress on the recruitment to senior roles is set out in the table below. This also includes the interim arrangements.

2.3 **Progress of recruitment is as follows:**

2.3.1 **Posts appointed to since previous update**

Divisional Director Housing, Place Directorate	Conditional offer of employment made.
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2.3.2 **Posts to be recruited to in the next 3 months**

Job title	Current arrangements	Comments
Divisional Director Planning and Building Control, Place Directorate	Temporary (acting) arrangements have been put in place to cover this role from May 2019.	Recruitment process underway. Final interviews on 28 June 2019.
Divisional Director Finance, Procurement and Audit, Resources Directorate	This role is being covered on an interim basis.	Recruitment process underway. Shortlist meeting on 27 June 2019. Final interviews on 25 July 2019.
Divisional Director Projects and Major Programmes, Place Directorate	This role is being covered on an interim basis	Tender to commission appointed recruitment agency underway.

5. 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.

6. OTHER STATUTORY IMPLICATIONS

6.1 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.

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

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

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

7. COMMENTS OF THE CHIEF FINANCE OFFICER

7.1 The costs of the interim arrangements for the posts are met from the existing substantive post and any additional cost will need to be managed within the existing overall budget provision.

7.2 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.

8. COMMENTS OF LEGAL SERVICES

8.1 This report provides an update on Chief Officer and Deputy Chief Officer Recruitment Activity and extensions to interim appointments and there are no legal implications in relation to this.

8.2 The report also advises that it is proposed to review the process for appointing to senior officer posts without the need for constitutional change.

Once this review is completed, legal comments can be given on the proposed changes.

- 8.3 There are no legal implications arising out of the proposal to change the name of the Children's Services Directorate.

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:

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