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| Non-Executive Report of the: General Purposes Committee 25 February 2020 |  |
| Report of: Corporate Director of Resources | Classification: Unrestricted |
| Update on Senior Recruitment – February 2020 | |

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

Executive Summary

This report updates Members on senior posts and recent 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
2. Note the re-evaluation of a Corporate Director role. The outcome of this is resulting in a grade uplift from Key Officer to Corporate Director grade. This uplift aligns with duties being undertaken by post incumbent and other Corporate Director roles (restricted information contained in Appendix A).

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 December 2019 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 and progress of recruitment

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

2.2.1 Posts appointed to since previous update

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| Divisional Director Planning and Building Control, Place Directorate | Post holder started on 17 February 2020 |
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2.2.2 Posts to be recruited to in the next 3 months

| Job title | Current arrangements | Comments |
|---|--|--|
| Divisional Director Finance, Procurement and Audit, Resources Directorate | This role is being covered on an interim basis. | Second attempt at the recruitment process starting in February. |
| Divisional Director Customer Services, Resources Directorate | Interim arrangements have been put in place. | Recruitment process starting in February. |
| Corporate Director Children and Culture | Post holder leaving at the end of June. | The role has been advertised. Next steps: Shortlisting on 10 March 2020. Final interviews on 20 March 2020. |

3. 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.

4. OTHER STATUTORY IMPLICATIONS

4.1 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.

4.2 Recruitment to the senior management structure enables the Council to deliver excellent services for residents and deliver the associated financial saving.

4.3 Risks associated with recruitment have been mitigated by the engagement of specialised recruitment adviser(s).

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

5. COMMENTS OF THE CHIEF FINANCE OFFICER

5.1 These posts are part of the approved Council core management team structure and sufficient base budget provision exists to meet the on-going costs associated with these posts.

6. COMMENTS OF LEGAL SERVICES

6.1 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.

Linked Reports, Appendices and Background Documents

Linked Report

- none

Appendices

- Appendix A – (Restricted)

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