

Non-Executive Report of the: General Purposes Committee 5 October 2021	
Report of: Director of Workforce, OD & Business Support	Classification: Unrestricted
Update on Senior Recruitment, October 2021	

Originating Officer(s)	Catriona Hunt, Head of HR
Wards affected	All wards or state 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.

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.
- 1.3 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 General Purposes Committee.

2. DETAILS OF THE REPORT

2.1 Background

General Purposes Committee received a report in June 2021 which provided an update on the recruitment to the posts established in the review of the Senior Leadership Team conducted in November and December 2020.

This report sets out the current status of recruitment to vacant 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 recruited to since last report

Director of Finance (Deputy S.151 Officer) (Resources and Governance Directorate)	Nisar Visram starting on 6 October 2021.
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Posts being currently being recruited to, or within the next 3 months

Job title and directorate	Current arrangements	Comments
Director Adult Social Care (Health, Adults and Community Directorate)	Interim acting up arrangements have been put in place, pending permanent recruitment to the role.	Advert closed on 1 September 2021. Longlisting on 6 September 2021, shortlist meeting on 24 September 2021 and final interviews on 1 October 2021.
Director of Workforce, OD & Business Support (Resources and Governance Directorate)	Arrangements have been made for an interim to provide cover whilst permanent recruitment is ongoing.	Advert closed on 12 September 2021. Longlisting on 16 September, shortlist meeting on 30 September and final interviews on 21 October 2021.
Director of Supporting Families (Children and Culture Directorate)	Temporary arrangements are in place.	Advert closed on 17 September 2021. Longlisting on 23 September 2021, shortlist meeting on 29 September 2021 and final interviews on 11 October 2021
Corporate Director of Resources and Governance (S.151 Officer)	Retaining current interim arrangements pending recommencement of recruitment to this role.	Post to be advertised in October 2021 with final interviews taking place in December 2021

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The Council is committed to equalities and such considerations will be part of the recruitment

OTHER 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 The posts are part of the core management team structure agreed and the cost of the posts and recruitment will be funded within existing revenue budgets.

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

Officer contact details for documents:

- Catriona Hunt 0207 364 4522