

Non-Executive Report of the:  <b>General Purposes Committee</b>  15 December 2022	
<b>Report of: Director of Director of Workforce, OD &amp; Business Support</b>	<b>Classification:</b> Unrestricted
<b>Update on Senior Recruitment – December 2022</b>	

<b>Originating Officer(s)</b>	Catriona Hunt, Head of HR
<b>Wards affected</b>	None

### Reasons for Urgency

The report was not published 5 working days before the meeting as required by the Council’s access to information rules. This was because there were a number of pre-employment checks that had to be undertaken for the interim Director Resources S.151 officer, which were confirmed after the submission deadline. The cover arrangements for the interim DASS have been finalised now too. As these are both statutory positions and the changes take effect from early January 2023, these need to be formally noted and could not wait until the next GPC meeting in February 2023.

### 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 and the interim arrangements to cover the chief officer post with statutory responsibility for Adult Social Services (DASS).

### 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 states 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 an update in October 2022 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 any interim arrangements.

### **2.3 Posts being currently being recruited to, or within the next 3 months**

<b>Job title and directorate</b>	<b>Current arrangements</b>	<b>Comments</b>
Director of Education  Children and Culture Directorate	Steve Nyakatawa leaving on 28 April 2023	Recruitment underway with advert due to close on 15 January 2023 and final interviews to take place in February 2023.
Director of Integrated Growth and Development  Place Directorate	Interim acting up arrangements to continue for an additional six months, pending a review of the structure.	Recruitment to commence in March 2023.

### **2.3 Arrangements for temporary cover of the Corporate Director, Resources (incorporating S.151 duties)**

**2.3.1** Kevin Bartle, the interim Corporate Director of Resources and S.151 officer, will leave on 12 December 2022. He will continue to provide support for a small number of days until the handover to Caroline Holland, the new interim Corporate Director and S.151 officer, who takes up the role on 9 January 2023.

### **2.4 Arrangements for temporary cover of the statutory DASS role**

- 2.4.1** Denise Radley, the Corporate Director, Health, Adults & Community and Deputy Chief Executive, will be taking a period of extended unpaid leave from 7 January to 7 July 2023.
- 2.4.2** The statutory responsibilities for adult social care will transfer to Katie O’Driscoll, the Director, Adult Social Care for the duration of the period of extended leave, with direct accountability to the Chief Executive.
- 2.4.3** The remaining Corporate Director responsibilities will be covered by acting-up arrangements, with each Director in Health, Adults and Community covering a two-month period as follows:

7 January – 6 March	Somen Banerjee, Director, Public Health
7 March – 6 May	Ann Corbett, Director, Community Safety
7 May – 6 July	Warwick Tomsett, Director, Integrated Commissioning

- 2.4.4** The Corporate Director, Children and Culture, James Thomas, will take on the role of Deputy Chief Executive for the period of extended leave.

### **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 The 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.

**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.

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**Linked Reports, Appendices and Background Documents**

**Linked Report**

- None

**Officer contact details for documents:**

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