

Non-Executive Report of the: Human Resources Committee 12 June 2023	
Report of: Director of Director of Workforce, OD & Business Support	Classification: Unrestricted
Update on Senior Recruitment and interim arrangements	

Originating Officer(s)	Pat Chen, Head of HR
Wards affected	None

Reasons for Urgency

This report was not published by the statutory deadline. It was delayed due to late circulation for internal clearances. This is an important update for this Committee and is complementary to the report on the establishment of an Appointment Sub Committee to support this recruitment.

Executive Summary

This report updates Members on senior posts and recent recruitment activity.

Recommendations:

The HR Committee is recommended to:

1. Note the current position on the recruitment to senior management vacancies in the Council structure and any interim arrangements in place.

1. REASONS FOR THE DECISIONS

- 1.1 HR 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 Section 5.2 of the Officer Employment Procedure Rules states the engagement of Chief Officers, to permanent positions or interim positions of over three months, will be through the normal recruitment process overseen by the HR Committee.

2. DETAILS OF THE REPORT

2.1 Background

General Purposes Committee received an update in March 2023. 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

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

Job title and directorate	Current arrangements	Comments
Chief Executive (HPS and Returning Officer)	Steve Halsey was appointed as interim CE at Full Council on 1 March 2023	Post has been advertised and recruitment is in progress. Final interviews scheduled for 3 July 2023.
Corporate Director, Resources (Section 151 officer)	Caroline Holland started as interim Corporate Director and S.151 officer on 9 January 2023	Recruitment in progress. Final interviews scheduled for 10 July 2023.
Director of Finance (Deputy 151)	Nisar Visram left on 26 May 2023. John Harrison appointed as interim cover	Recruitment in progress. Final interviews scheduled for August 2023.
Director of Education Children and Culture Directorate	Lisa Fraser has been appointed and started on 2 May 2023	Recruitment completed.
Director, Public Realm Place Directorate	Dan Jones left on 27 April 2023. Simon Baxter appointed as interim cover	Recruitment to commence in July 2023 following the organisational restructure of directorates
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 July 2023 following the organisational restructure of directorates.

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 The roles are all member appointments, and an Appointments Sub Committee will be set up for each role. The CEO role will also involve wider engagement of members, external stakeholders and internal staff during the selection process.

4.5 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 and sufficient base budget funding has been set aside to meet the cost associated with those posts. The organisational restructure is expected to generate revenue savings which will be considered as part of the Council's budget setting process.

6. COMMENTS OF LEGAL SERVICES

6.1 This report provides an update on Chief Officer and Deputy Chief Officer recruitment activity and there are no legal implications in relation to this.

Linked Reports, Appendices and Background Documents

Linked Report

- None

Appendices

- None

Officer contact details for documents:

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