

PERSONNEL COMMITTEE

Interim Manager Appointment

24th January 2019

Report of the Chief Executive

PURPOSE OF REPORT

To enable the Committee to consider the extension of the current Interim Head of Legal and Democratic Services until the end of June 2019.

This report is public.

RECOMMENDATIONS

- (1) That Personnel Committee considers the continued engagement of the interim Head of Legal and Democratic Services to 30 June 2019 and should this be supported, it be subject to Cabinet's approval regarding the financing.

1.0 Introduction

- 1.1 On 3rd April 2018, it was agreed that the Chief Executive, under delegated authority, should continue to manage and agree appointments for interim managers to cover Chief Officer level duties through contracts for services, potentially subject to a defined maximum length of appointment of 6 months, with approval required from Personnel Committee for any extension over 6 months.

2.0 Interim Head of Legal and Democratic Services

- 2.1 The Interim Head of Legal and Democratic Services, David Brown, joined the Council in February 2018 and reports directly to the Chief Executive. He was appointed to the role of Monitoring Officer by the Council on 28 February 2018. On 4 June 2018, this Committee agreed to extend the appointment until October 2018. On 18 September 2018 the Committee was informed that Mr Brown's contract had been extended until December 2018.
- 2.2 Mr Brown has undertaken a number of actions, with work on these set to continue in the coming months. As Monitoring Officer he reviewing the Constitution and providing advice and guidance in that role to the Constitutional Review Group of elected members.
- 2.3 It is proposed that Mr Brown continues to carry out such responsibilities until the review is completed and a permanent Monitoring Officer has been appointed and settled into their role i.e. 30 June 2019.

3.0 Options for Consideration

- 3.1 The Committee should discuss the options below in relation to the Interim Head of Legal and Democratic Services.

- (a) To extend Mr Brown's placement as Interim Head of Legal and Democratic Services until 30 June 2019.
- (b) To extend Mr Brown's placement as Interim Head of Legal and Democratic Services for a shorter duration than (a) above;
- (c) Not to extend Mr Brown's placement as Interim Head of Legal and Democratic Services.

It should be noted that, should the Committee choose option (c), it would be necessary to make other arrangements for the role of Monitoring Officer, which Mr Brown currently holds.

4.0 Conclusion

4.1 Members are asked to consider extending this interim appointment for a further term.

CONCLUSION OF IMPACT ASSESSMENT

(including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing):

No impact.

LEGAL IMPLICATIONS

There are no legal implications, other than as set out in the report; the Council must have a Monitoring Officer in place.

FINANCIAL IMPLICATIONS

In the current financial year it would be expected to cost £31,500 for the post to run from 2nd January to 31st March 2019 (broadly 13 weeks at £500 per day x 5 days per week). The cost in 2019/20 to the 30th June based on 13 weeks would be expected to be £30,500. The total costs of the extension would therefore be in the region of £62,000 would need to be met from the Budget Support Reserve.

Following Personnel Committee, the financing of the above would be considered by Cabinet, as reflected in the recommendations.

OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces:

None.

SECTION 151 OFFICER'S COMMENTS

The S151 has been consulted in the writing of this report.

DEPUTY MONITORING OFFICER'S COMMENTS

A Deputy Monitoring Officer has been involved in the drafting of this report.

BACKGROUND PAPERS

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