

PERSONNEL COMMITTEE

Temporary Appointment of Director of Communities and Environment 30th March 2022

Report of Director of Corporate Services

PURPOSE OF REPORT

To enable Personnel Committee to make an appointment to the role of Director for Communities and Environment.

This report is public.

RECOMMENDATION

- (1) The Committee is asked to approve the appointment of the Director of Communities and Environment on the basis described below in order that a formal offer of employment can be made to the recommended candidate.**

1.0 Introduction

- 1.1 Appointments to the role of Director for Communities and the Environment require the agreement of Personnel Committee
- 1.2 The role of Director for Communities and the Environment becomes vacant on 1st April 2022 as Mark Davies takes up his appointment to the role of Chief Executive.
- 1.3 The vacant role is responsible for a significant amount of services across the authority.

2.0 Overview

- 2.1 Options of how to manage this vacancy in the short term included
 - (1) Redistribution of its duties to the remaining Executive Management Team and relevant Heads of Service;
 - (2) Readvertisement of the role on a temporary or permanent basis and recruitment to it;
 - (3) Offers of Acting Up / honoraria; and

- (4) Inviting Expressions of Interest from existing staff to undertake the role on a temporary basis pending decision making about a longer-term approach.
- 2.2 This role becoming vacant also provides an opportunity for the new Chief Executive to consider the best design and role arrangements for their Executive and Leadership Team moving forwards, in conjunction with Personnel Committee and other key Stakeholders.
- 2.3 Given the significant line management, Directorate and Executive responsibilities of the role, redistribution did not seem viable without overburdening existing staff. Readvertisement to a permanent role on a permanent basis was also considered to be unsuitable due to the long lead in times. Offers of Acting up or honoraria can be used in urgent cases, however the use of these can lead to perceptions of bias, lack of transparency, lack of a competency assessment, unfairness or lack of opportunity among other employees. They can also lead to overburdening, or a sense that an individual is required to, rather than have an option to progress. Option 4 provides the inclusive opportunity for existing staff to have a short-term development opportunity, utilises talent already familiar with the organisation, and allows time for a smooth transition into role for the new Chief Executive before proceeding with further lengthy recruitment processes. It also provides an opportunity for existing employees to gain experience in recruitment and interview processes.
- 2.4 An invitation for Expressions of Interest for the role was made to all staff, with Interviews taking place on 30th March 2022. A broadly gender balanced panel comprising the Director of Corporate Services, existing Director of Communities and Environment, a HR representative and invitees from the Personnel Committee are conducting the Interviews.
- 2.5 It is important to note that the appointment process has been designed and scaled to suit the pace and nature of the role, for a temporary internal appointment for a period of three months to provide:
- A smooth transition for the existing postholder into the role of Chief Executive;
 - Time for the longer-term future of the role to be considered by the relevant parties; and
 - An inclusive and accessible opportunity for existing employees to grow their understanding, skills and competencies as a Local Government Director.
- 2.6 The term of the role – three months has been proposed by the Executive Management Team as the right amount of time to enable further engagement and a more considered decision to be made on the longer-term future of the role.

3.0 Recommendation

- 3.1 The Panel is scheduled to finish its deliberations on Friday 25th March 2022 and following the usual procedural checks the Director of Corporate Services will report the Interview Panel's recommendation at the Personnel Committee meeting on Wednesday 30th March 2022.

4.0 Conclusion

- 4.1 The Committee is asked to approve the Panel's recommendation.

CONCLUSION OF IMPACT ASSESSMENT
(including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)

LEGAL IMPLICATIONS

The Council's Chief Officers are employed under the nationally agreed Joint Negotiating Committee (JNC) terms and conditions.

FINANCIAL IMPLICATIONS

The revenue budget includes provision for this permanently established post. It is anticipated that a small saving will be generated as the successful candidate would most likely be appointed at the lowest SCP within the grade. Further savings are likely to be generated via the escalated backfilling, however the use of external support may be required to fill any areas where subsequent cover is short.

OTHER RESOURCE IMPLICATIONS

Human Resources:

None.

Information Services:

None.

Property:

None.

Open Spaces:

None.

SECTION 151 OFFICER'S COMMENTS

The Section 151 Officer has been consulted and has no further comments to add.

MONITORING OFFICER'S COMMENTS

The appointment of a Chief Officer will be made by the Personnel Committee, which, when making such appointment must include at least one member of the Cabinet.

No offer of an appointment in relation to a Chief Officer or a Deputy Chief Officer (as defined in Section 2(8) of the Local Government and Housing Act 1989) shall be given by the appointor until:

- (a) the appointor has notified the Director of Corporate Services of the name of the person to be appointed and any other particulars relevant to the appointment and the period within which any objection is to be made by the Leader on behalf of the Cabinet; and
- (b) the Director of Corporate Services has notified every member of the Cabinet of the name of the person to be appointed, and any other particulars relevant to the appointment which the appointor has notified to the Director of Corporate Services, and the period within which any

objection to the appointment is to be made by the Leader on behalf of the Cabinet to the Director of Corporate Services; and

(c) either

(i) the Leader has, within the period specified in the notice under sub-paragraph (b) notified the Director of Corporate Services that neither he/she nor any other member of the Cabinet has any objection to the appointment;

(ii) the Director of Corporate Services has notified the appointor that no objection was received within that period from the Leader; or

the appointor is satisfied that any objection received from the Leader within that period is not material or is not well-founded.

BACKGROUND PAPERS

The Role Description LC003 and Expression of Interest Invitation are included.

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