

# **PERSONNEL COMMITTEE**

## **Extension of Interim Director of Communities and Environment Tuesday 14<sup>th</sup> June**

### **Report of the Head of HR**

#### **PURPOSE OF REPORT**

To enable Personnel Committee to extend the contract of the Interim Director of Communities and Environment

**This report is public.**

#### **RECOMMENDATION**

- (1) The Committee is asked to approve the extension of the contract of the interim Director of Communities and Environment to 31st August 2023 on the basis described below.**
- (2) The committee is also asked to approve delegating any future extensions to the Chief Executive.**

#### **1.0 Introduction**

- 1.1 On 30<sup>th</sup> March 2022 Personnel Committee approved the recruitment panel's recommendation to make a temporary, three-month appointment to the vacant role of Director of Communities and Environment.
- 1.2 The postholder commenced the role on 1<sup>st</sup> April 2022 and this interim arrangement is due to cease on 30<sup>th</sup> June 2022.
- 1.3 Subsequently, the Director of Corporate Services post has become vacant and as such the Chief Executive has implemented interim senior management arrangements to ensure that for the immediate future the Council can continue to deliver statutory functions and our agreed outcomes. This is described below and the request to extend the current interim arrangement relating to the Director of Communities and Environment is linked to this and explained below.

#### **2.0 Overview**

- 2.1 The original timeframe proposed for the interim role (three months) was agreed at a point where there was a newly-appointed Chief Executive and an otherwise settled Executive Management structure. It was anticipated at this point that a permanent appointment process to the role of Director of Communities and

Environment would commence during the three-month period.

- 2.2 As mentioned, the Director of Corporate Services role has recently become vacant and the Chief Executive has, as an interim measure, added the Monitoring Officer and Head of Legal Services, and the Chief Finance Officer, Section 151 Officer and Head of Financial Services roles to the Executive management team. The decision for these two roles to temporarily report into the Chief Executive is delegated to the Chief Executive as their roles have not fundamentally changed.
- 2.3 The remaining Heads of Service previously reporting into the Director of Corporate Services will report into these two roles as follows, with overview from the Chief Executive:
- Monitoring Officer and Head of Legal Services (Democratic Services, HR)
  - Section 151 Officer and Head of Financial Services (ICT, Revenues and Benefits Shared Service, Internal Audit)
- 2.4 With phase two of outcome-based resourcing (OBR) commencing and an election due in May 2023, it is proposed to retain the interim arrangements for at least the next 12 months until a permanent decision is made.
- 2.5 OBR is a systematic review of the Council's resources to ensure they are aligned to the agreed outcomes in order to ensure the Council remains financially sustainable. Therefore, the Chief Executive does not deem it appropriate to make permanent appointments to either the Director of Corporate Services or the Director of Communities and Environment posts at this point.
- 2.6 Extending the interim Director of Communities and Environment to 31<sup>st</sup> August 2023 will provide clarity and consistency to both the postholder, the service and the Council as a whole, and is in-line with the wider Executive management team arrangements. It is noted that this was an internal appointment and the postholder's substantive post remains vacant and will continue to be vacant for the duration of the interim arrangements.
- 2.7 Committee are also asked to consider delegating any future extensions to the Chief Executive should circumstances change in this timeframe, up to the end of 2023, pending permanent recruitment.

### **3.0 Recommendation**

- 3.1 It is recommended that Committee approve extending the role of interim Director of Communities and Environment to 31<sup>st</sup> August 2023.

### **4.0 Conclusion**

- 4.1 The Committee is asked to approve the recommendation.

<b>CONCLUSION OF IMPACT ASSESSMENT</b> <b>(including Health &amp; Safety, Equality &amp; Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)</b>
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**LEGAL IMPLICATIONS**

The Council's Chief Officers are employed under the nationally agreed Joint Negotiating Committee (JNC) terms and conditions. If the interim arrangement ceases as planned on 31<sup>st</sup> August 2023, the duration of the contract will have been 17 months and as such there are no employment law implications.

**FINANCIAL IMPLICATIONS**

The revenue budget includes provision for this permanently established post. 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 s151 Officer has been consulted and has no further comments.

**MONITORING OFFICER'S COMMENTS**

The Monitoring Officer has been consulted and has no further comments to add

**BACKGROUND PAPERS**

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