

**REPORT FOR: Chief Officers' Employment Panel**

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**Date of Meeting:** 28<sup>th</sup> June 2018

**Subject:** Extension of Existing Interim Senior Management Arrangements

**Responsible Officer:** Tom Whiting, Interim Chief Executive

**Exempt:** Public but Appendix 1 Exempt – by virtue of paragraph 1 of Schedule 12A Local Government Act 1972 – the report contains information about an individual.

**Enclosures:** Exempt - Appendix 1: Financial Implications

## **Summary and Recommendations**

This report seeks authority to extend the interim arrangements for the Council's senior management structure following the appointment of the Corporate Director Resources & Commercial as the interim Chief Executive (Head of Paid Service) and following the departure of the Corporate Director of People, Chris Spencer and the Director of Adult Social Services, Bernie Flaherty.

### **Recommendations:**

That the following interim arrangements be extended until after the recruitment to the Chief Executive (Head of Paid Service) position who will then put in place his/her permanent senior management structure:

1. the Divisional Director Children and Young People Service continue to act up into the position of Corporate Director of People on an interim basis;
2. the Head of Adult Social Care continue to act up into the role of Director of Adult Social Services on an interim basis;

3. the Corporate Director of Community continue on an interim basis to be responsible for the Planning and Regeneration Directorate and be the line manager of the Director of Planning and Regeneration;
4. the Director of Finance continue to take on additional responsibilities as agreed by this Panel in February 2018;
5. the Divisional Director Strategic Commissioning to continue take on additional responsibilities as agreed by this Panel in February 2018;
6. the Divisional Director Commissioning and Commercial Services (Community Directorate) continue to take on additional responsibilities as agreed by this Panel in February 2018;
7. the Head of Service Corporate Parenting continue to act up into the position of Divisional Director Children and Young People Service.

All the above are subject where appropriate to there being no well-founded objections from members of the Executive.

## **1. BACKGROUND**

- 1.1 Since taking up his post on 8<sup>th</sup> January 2018, the Interim Chief Executive (Head of Paid Service) has reviewed potential interim management arrangements and used the time to discuss these with elected Members and officers prior to bringing forward a recommendation to the Chief Officers' Employment Panel in February 2018.
- 1.2 The Council's employment policies allow for temporary acting up arrangements to be put in place in circumstances such as these and for individuals to be remunerated on a temporary basis for these additional responsibilities.
- 1.3 The Council's Corporate Director of People and statutory Director of Children's Services, Chris Spencer, resigned his position and left the Council on 4<sup>th</sup> March 2018. The Council therefore needed to appoint a statutory Director of Children's Services from this date, which it did by appointing the Divisional Director of Children and Young Peoples Services to this role on an interim basis (see paragraph 1.8 below).
- 1.4 The post of Director of Adult Social Services was appointed to on an interim basis following the resignation of the post holder. It was agreed by COEP in 2017 that this interim cover would be in place until the permanent recruitment took place after the local elections in May 2018.
- 1.5 In addition, the interim Chief Executive reviewed potential interim management arrangements specifically within the Resources and Commercial Division.

- 1.6 The interim Chief Executive put forward proposals to the Panel on 19<sup>th</sup> February 2018 and it was agreed that the Director of Finance, Divisional Director, Strategic Commissioning and the Divisional Director Commissioning and Commercial Services (Community Directorate) take on additional responsibilities and receive an acting-up allowance.
- 1.7 The Panel further agreed that the Corporate Director of Community assume responsibility for the Planning and Regeneration Directorate on a temporary basis and to be the line manager of the Director of Planning and Regeneration.
- 1.8 The Panel also agreed that Paul Hewitt, Divisional Director of Children and Young People's Services be appointed as interim Corporate Director People and statutory Director of Children's Services and be subject to review in June 2018.
- 1.9 On 26 March 2018 and following the appointment of Paul Hewitt to the post of interim Corporate Director of People, the Panel agreed the recruitment to back fill the position of Director of Children's Services (interim).
- 1.10 Peter Tolley, Head of Corporate Parenting, was appointed to the post of Divisional Director Children and Young People Service on an interim basis.
- 1.11 The Council continues to need to respond to significant challenges ahead and will continue to put in place appropriate plans and arrangements in order to effectively manage in this environment. Therefore, the Interim Chief Executive will identify any practical changes to the management structure that might be required, with decisions coming to the Chief Officers' Employment Panel if required.

## **2. Legal comments**

- 2.1 In accordance with the Constitution, this Panel approves remuneration packages of £100,000 or over for any Council post.
- 2.2 This Panel is required to report back to Council for information purposes on all such remuneration packages.

## **3. Financial Implications**

- 3.1 All of these posts are fully accounted for in the annual budget.
- 3.2 The interim arrangements make a saving to the Council of £23k per month excluding any further backfilling of posts required within the Children and Young People's Division.

## Statutory Officer Clearance

Name: Sharon Daniels

Deputy Chief Financial  
Officer

Date: 19<sup>th</sup> June 2018

Name: Hugh Peart

Monitoring Officer

Date: 27<sup>th</sup> June 2018

## Contact Details and Background Papers

**Contact:** Tom Whiting, Interim Chief Executive