



**Report for: Chief Officers'
Employment Panel**

Date of Meeting:	16 November 2023
Subject:	Employment arrangements for the Head of Paid Service (Managing Director)
Responsible Officer:	Stacy Bailey – Director of Human Resources & Organisational Development
Exempt:	Public
Wards affected:	All
Enclosures:	Appendix 1 – Role Profile for the Managing Director (Head of Paid Service)

Section 1 – Summary and Recommendations

This report sets out the employment arrangements for the Head of Paid Service (Managing Director) role.

Recommendations:

The Panel is requested to:

1. Consider if they wish to extend the current fixed-term arrangements for Alex Dewsnap, Head of Paid Services (Managing Director) for a further three years.
2. Subject to (1) above, reconvene in 2026 to consider the appointment of the Head of Paid Service (Managing Director).
3. Subject to (1) above, recommend the appointment of Alex Dewsnap as the Head of Paid Service to Council until 2026 in accordance with the terms and conditions governing Chief Officer posts and subject to there being no 'material or well-founded objections' by members of Cabinet.

Section 2 – Report

Head of Paid Services

The Head of Paid Service (Managing Director) is a statutory position within the Council and holds significant statutory responsibilities in how the Council manage its staff and delivers services to the residents. The current postholder was appointed through the Council's recruitment process and has been fulfilling the role since 01 June 2023 on a salary of £165,941, with a fixed-term arrangement set to expire on 30 November 2023.

Chief Officer Employment Panel of 4th May 2023 agreed that :

“Alex Dewsnap, Director of Corporate Resources and Transformation, London Borough of Harrow, be appointed to the post of Head of Paid Service (Managing Director) of the London Borough of Harrow, with effect 1 June 2023 for a six month period to November 2023 with an option to extend for a further three years and in accordance with the terms and conditions governing Chief Officer posts and subject to there being no 'well founded objections' by members of Cabinet;”

Council of 18th May 2023 designated Alex Dewsnap as the Head of Paid Service on a recommendation from the Chief Officer Employment Panel.

It is proposed that the current post holder should be extended for an additional period of 3 years. The Panel will, therefore, need to meet in 2026 to consider

the arrangement going forward and make a further recommendation to the Council on the appointment.

Legal Implications

The Chief Officers' Employment Panel has delegated powers to:

- Approve remuneration packages of £100,000 or over for any Council post; and
- To appoint Chief Officers.
- To recommend to the Council the appointment of the Head of Paid Service.

The Head of Paid Service is a statutory role, and full Council will be required to approve the appointment and designation of the Head of Paid Service.

As the Head of Paid Service is a statutory post, an offer of employment can only be made once members of the Cabinet have been given 5 clear working days to express any material and well-founded objections.

The expiry and non-renewal of a fixed-term contract is a dismissal in law. To be fair in law a dismissal must be for one of a number of statutory reasons. For fixed-term contracts, the reason must be either redundancy or 'some other substantial reason' such as a reorganisation.

Financial Implications

The Head of Paid Service post is graded CE with salary packages of £165,941 - £188,333. This post is budgeted for and is part of the establishment.

Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **n/a**

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? **No**

- The role quoted in this report has a responsibility to deliver the Council's vision and values by addressing inequalities faced by the residents of Harrow.

- One of the responsibilities of this postholder is to promote equality, diversity and inclusion and the reduction of inequalities, ensuring that everyone can contribute through everyday actions to deliver the required health and wellbeing outcomes.

Council Priorities

The post holder will promote the Council's priorities which are:

1. **A council that puts residents first;**
2. **A borough that is clean and safe; and**
3. **A place where those in need are supported.**

Section 3 - Statutory Officer Clearance

Statutory Officer: Sharon Daniels

Signed by the Chief Financial Officer

Date: 03/11/2023

Statutory Officer: Jessica Farmer

Signed by the Monitoring Officer

Date: 02/11/2023

Chief Officer: Stacy Bailey

Signed by the Director of HR & OD

Date: 02/11/2023

Mandatory Checks

Ward Councillors notified: NO, as it impacts on all Wards

Section 4 - Contact Details and Background Papers

Contact: Akhil Wilson, Head of Resourcing, Akhil.wilson@harrow.gov.uk

Background Papers: None

If appropriate, does the report include the following considerations?

1. Consultation
2. Priorities

NO
NO