

PLYMOUTH CITY COUNCIL

Subject: Interim arrangements for the Strategic Director for Transformation and Change

Committee: Appointments Panel

Date: 19 September 2014

Cabinet Member: Councillor Lowry

CMT Member: Tracey Lee, Chief Executive and Head of Paid Service

Author: Di Saunders-Brewer

Contact details: 305553

Ref:

Key Decision: No

Part: ~~Two~~ ONE

Purpose of the report:

The purpose of this report is to update Members on the interim arrangements for the cover of the permanent role of Strategic Director for Transformation and Change.

The Brilliant Co-operative Council Corporate Plan 2013/14 -2016/17:

The plan reflects the Council's position as a fair and responsible employer.

Implications for Medium Term Financial Plan and Resource Implications including finance, human, IT and land:

The cost of employing a permanent Strategic Director for Transformation and Change is included in the overall Council Budget 2014/15 and Medium Term Financial Plan, within the Transformation and Change Directorate. The budget has an allowance for £148k p.a. We are currently paying an inclusive day rate of £812 for the interim post.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

None directly arising from this report.

Equality and Diversity:

Recommendations and Reasons for recommended action:

5.1 Members of the Appointments Panel are now asked

-
- a) To approve for the contractual notice period for the current interim resource to be issued so that the contract ends on 27 October 2014.
-
- b) To approve the Assistant Chief Executive as the temporary lead officer for Corporate Services departments until a permanent Strategic Director for Transformation and Change commences employment with an additional payment of £1250 per month.
-
- c) To approve the Strategic Director for People as the temporary lead officer for the Transformation and Change programme until a permanent Strategic Director for Transformation and Change commences employment.

Alternative options considered and rejected: The on-going use of an interim in this role is not seen as the most appropriate route for effective delivery of our Transformation and Change programme.

Published work / information:

Background papers:

| Title | Part I | Part II | Exemption Paragraph Number | | | | | | | |
|---|--------|---------|----------------------------|---|---|---|---|---|---|--|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| Minutes of the Appointments Panel 25 April 2014 | | Yes | | | | | | | | |

Sign off:

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|---|--------------------|-----|-------------------|------------|-------------------|----|-------------------|--------|--|----|--|---------------|--|
| Fin | djn 1415 .43 | Leg | DVS/ 2124 7 | Mon Off | DVS/ 2124 7 | HR | CS 19.9. 14 | Assets | | IT | | Strat Proc | |
| Originating SMT Member | | | | | | | | | | | | | |
| Has the Cabinet Member(s) agreed the content of the report? Yes | | | | | | | | | | | | | |

REPORT ON INTERIM ARRANGEMENTS FOR STRATEGIC DIRECTOR FOR TRANSFORMATION AND CHANGE

1. INTRODUCTION

This report presents an update for Members on the interim arrangements for the Strategic Director for Transformation and Change.

2. BACKGROUND

2.1 This is a Chief Officer post within Plymouth City Council and is therefore required to undergo a Member Appointment Process. The position was created as part of the senior management restructure in 2013 and was not filled on a permanent basis via that process.

2.2 An interim post holder has been in place since 28 April 2014. The appointment of the current interim post holder was confirmed at an Appointments Panel on 25 April 2014 when a recruitment exercise was conducted by Members and approval to appoint the successful candidate to this role for a period of 6 months to 27 October 2014 pending permanent recruitment to the post.

2.3 A recruitment and selection process for the permanent role has now taken place and an appointment decision will be made at the Appointments Panel on 19 September 2014.

3. PROPOSED WAY FORWARD

3.1 The contract for services for the current interim resource expires on 27 October 2014. The contractual notice period for this arrangement is one calendar month.

3.2 A temporary arrangement will be required from the end of October 2014 until a permanent post holder commences employment in the role, and further details are below.

3.3 It is anticipated that the temporary arrangement will be required until early 2015 to cover the notice period for a permanent candidate for the role.

4. OPTIONS AND ADVICE

4.1 It is proposed to allocate the primary responsibilities of this role between two existing permanent members of the Council Management Team. The Assistant Chief Executive will become the temporary lead officer for the corporate services departments, and the Strategic Director for People will temporarily lead on the Transformation and Change programme. They will assume these functions in addition to their current roles.

4.2 It is proposed to pay the Assistant Chief Executive an additional payment to recognise the extra duties, calculated at £1250 per month (50% of the difference of the salaries for the roles).

5. CONCLUSION

5 Members of the Appointments Panel are now asked

-
- a) To approve for the contractual notice period for the current interim resource to be issued so that the contract ends on 27 October 2014.
 - b) To approve the Assistant Chief Executive as the temporary lead officer for Corporate Services departments until a permanent Strategic Director for Transformation and Change commences employment, with an additional payment of £1250 per month.
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- c) To approve the Strategic Director for People as the temporary lead officer for the Transformation and Change programme until a permanent Strategic Director for Transformation and Change commences employment.
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