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| **REPORT TO** | **ON** | |
| **Council** | **26 September 2018** | |
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| **TITLE** | | **REPORT OF** | |
| Appointment of the Deputy Chief Executives and Shared Services Recruitment | | Chief Executive | |

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| Is this report confidential? | No |

1. **PURPOSE OF THE REPORT**

The purpose of this report is to update the Council on the recent decision of the Appointment and Employment Panel to appoint to the Deputy Chief Executive – Regeneration & Growth and Deputy Chief Executive – Resources & Shared Services Transformation (Section 151 Officer) posts. The report also updates on the steps being taken to recruit to the Shared Services posts with Chorley Borough Council.

1. **RECOMMENDATIONS**

2.1 Council notes the appointment of Gregg Stott to the Deputy Chief Executive – Regeneration and Growth post from 5 November 2018.

2.2 Council notes the appointment of Tim Povall to the Deputy Chief Executive – Resources and Shared Services Transformation post from 3 December 2018.

2.3 Council endorses the temporary Section 151 Officer arrangements outlined in the report until the substantive postholder takes up post.

2.4 Council notes the progress being made with making appointments to the Shared Services posts.

1. **CORPORATE PRIORITIES**

The report relates to the following corporate priorities:

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| --- | --- |
| Excellence and Financial Sustainability | ✓ |
| Health and Wellbeing |  |
| Place |  |

Projects relating to People in the Corporate Plan:

|  |  |
| --- | --- |
| People |  |

**4. BACKGROUND TO THE REPORT**

As part of transforming the Council to deliver our corporate plan and ambitions for the Borough we have been recruiting to the two Deputy Chief Executive posts within the agreed leadership structure. As these posts are designated chief officers the Appointment & Employment Panel has overseen the recruitment process and agreed appointments

**5. PROPOSALS (e.g. RATIONALE, DETAIL, FINANCIAL, PROCUREMENT)**

**Deputy Chief Executive Posts**

5.1 A rigorous and inclusive recruitment process was undertaken involving Members, employees and stakeholders to assess a very strong field of candidates against the professional experience and key competences required as part of the Council’s values and leadership principles. The process was supported by specialist advisers from Veredus and MENRVA.

5.2 After carefully considering all the assessment information the Appointment and Employment Panel unanimously agreed to appoint:

* Gregg Stott to the post of Deputy Chief Executive – Regeneration & Growth
* Tim Povall to the post of Deputy Chief Executive – Resources & Shared Services Transformation (Section 151 Officer)

5.3 Gregg Stott is due to start with us on Monday, 5 November 2018 and Tim Povall on Monday, 3 December 2018.

5.4 The Appointment and Employment Panel has been advised that our current Interim Section 151 Officer’s contract comes to an end on 3 October 2018. The Panel considered a number of options to ensure this important statutory role was fulfilled until the new Deputy Chief Executive/Section 151 Officer takes up post were discussed, including making further interim arrangements.

5.5 Since the Appointment and Employment Panel met, we have contacted Chorley Borough Council about providing interim Section 151 Officer support. Gary Hall, Chief Executive of Chorley Borough Council has been approached and provisionally agreed to take up this role on a temporary part-time basis until the substantive postholder takes up post. Gary Hall has indicated that he will be appointing Jane Blundell as Deputy Section 151 Officer.

**Shared Services Posts**

5.6 The Council continues to move at pace to recruit to the posts within the Shared Services structure with Chorley Borough Council.

5.7 The Shared Services Appointments Panel has met and agreed the job roles for the Director of Finance & Assurance Services (Section 151 Officer), Director of Legal, HR & Democratic Services (Monitoring Officer), Assistant Director of Finance & Assurance Services (Deputy Section 151 Officer) and Assistant Director of Legal (Deputy Monitoring Officer).

5.8 An internal recruitment process for the shared services posts will be carried out as part of the first phase followed by an external process, with one internal post being ‘ring-fenced’. This recruitment process will be undertaken at pace to ensure these posts are filled as soon as possible.

**6. CONSULTATION CARRIED OUT AND OUTCOME OF CONSULTATION**

6.1 None as a result of this report.

**7. Financial implications**

7.1There are no financial implications as the costs can be contained within existing revenue budgets.

**8. LEGAL IMPLICATIONS**

8.1None as a result of this report.

**9. COMMENTS OF THE STATUTORY FINANCE OFFICER**

9.1 The two Deputy Chief Executive posts were created as part of the Senior Management restructure and are therefore budgeted for a full year in 2018/19. The in-year savings to date have been partly offset by interim staff costs for the Deputy Chief Executive (Resources & Shared Services Transformation)/Section 151 Officer post and associated recruitment costs. There is still sufficient staffing budget remaining to fund the proposed temporary arrangements in relation to the s151 Officer role.

**10. COMMENTS OF THE MONITORING OFFICER**

10.1 There are no concerns to raise from a Monitoring Officer perspective. The report will help to ensure that important posts in the management team are filled and that we are legally compliant with regard to the statutory officer roles.

**11. OTHER IMPLICATIONS:**

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| * **HR & Organisational Development** * **ICT / Technology** * **Property & Asset Management**      * **Risk** * **Equality & Diversity** | Our approach to the leadership recruitment reflects our organisational values and leadership principles.  None as a result of this report.  None as a result of this report.  None as a result of this report.  None as a result of this report. |

**12. BACKGROUND DOCUMENTS**

Minutes of the Appointment and Employment Panel meeting on 31 August 2018.

**13. APPENDICES**

There are no appendices to this report.

Heather McManus

Chief Executive

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| Report Author: | Telephone: | Date: |
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