

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	4234
Author:	Rachael Morris
Department:	Finance and Resources
Contact:	Richard Henderson (Job Title: Head of Change & Improvement, Email: richard.henderson@nottinghamcity.gov.uk, Phone: 01158763443)
Subject:	Interim Corporate Director for Resident Services
Total Value:	81,920 (Type: Revenue)
Decision Being Taken:	To retrospectively approve the cost of an Interim Corporate Director for Resident Services on a temporary basis between 17 May 2021 and 31 August 2021.
Reasons for the Decision(s)	<p>1. The Chief Executive as statutory Head of Paid Service under the Local Government and Housing Act 1989 is required to set out the number and grades of staff required for the council to perform its functions. The Chief Executive brought forward a report for the Appointments and Conditions of Service in February 2021 to create four Corporate Director roles to ensure that the high level officer structure has sufficient capacity and capability to deliver on the council's policy priorities and statutory responsibilities.</p> <p>2. Part of the ACOS report was a recommendation to approve the commencement of an external permanent recruitment process to the Corporate Director Resident Services with immediate effect, and note that an internal competition to fill the role on an interim basis will be undertaken to cover the period until the successful permanent appointment commences their duties.</p> <p>3. The internal competition process unfortunately did not result in an appointment. As this role is critical in terms of visibility and senior leadership a decision was taken to explore agency interims at this time to support the transition until the successful permanent appointment commences their duties.</p>

Other Options Considered:

- 1. Do nothing and hold the vacancy - rejected due to the significant leadership support required in this post of Interim Corporate Director for Resident Services, leading a directorate that has been at the forefront of the Coronavirus pandemic and whose senior leadership capacity is already stretched. It would create significant risks to the duty and care of other senior leaders in this Directorate to have this post vacant.**
- 2. Act up arrangement - rejected. This has been in place since 1 April 2021 but the internal act up is unable to continue and is required in their substantive post.**
- 3. Appoint on a permanent basis - rejected. The option to recruit to a permanent postholder is underway but there is a transitional requirement to fill this post between now and when the new postholder commences. The recruitment process for the permanent postholder is expected to conclude in the next week.**

Background Papers:

None

Published Works:

Revised High Level Structure 2021 - Appointments and Conditions of Service Committee - February 2021

Affected Wards:

Citywide

Colleague / Councillor Interests:

None

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

Not applicable

Equality:

EIA not required. Reasons: Not applicable to this decision - no people implications

Social Value Considerations:

Not applicable

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:

No

The call-in procedure does not apply to the proposed decision because the delay likely to be caused by the call in process would seriously prejudice the Council's or the public's interests. The Chair of the Overview and Scrutiny Committee (or Vice-Chair) in his/her absence has been consulted and agreed both that the decision proposed is reasonable in all circumstances and that it should be treated as a matter of urgency.

Person Consulted: N/A

Consultation Date: 02/06/2021

This decision is retrospective and so not subject to the call in process.

Advice Sought:

Legal, Finance, Procurement, Human Resources

Legal Advice:

This report seeks authority to allocate funding for an interim corporate director role. Provided the interim appointment is made in accordance with the ACOS recommendations and a contract for the fixed term is put in place this report does not raise any significant legal issues. Advice provided by Andrew James (Team Leader Contracts and Commercial) on 19/05/2021.

Finance Advice:

The decision asks for approval to spend £81,920 on the 4 month contract, budget available is £54,980, leaving a shortfall of £26,940

The additional spend of £26,940 will be met through Resident Services staffing budget throughout the financial year 2021/22. This will be monitored on a monthly basis as part of the monthly forecasting and MTFP returns

Advice provided by Claire Gavagan (Strategic Business Partner -Resident Services) on 25/05/2021.

HR Advice:

This decision seeks to approve funding for an Interim Corporate Director for Resident Services on a temporary basis pending permanent subsequent recruitment within the next 4 months.

The report author will need to ensure that there are clearly defined measurable and SMART outcomes for the interim during the 4-month period. An appropriate exit strategy must be in place before termination of the interim arrangement when a new post holder commences through the permanent recruitment process.

The proposed Interim Corporate Director has been through a recruitment process through an Executive Agency, and this contract is inside IR35 guidelines. A contract should be issued following the outcome of this decision. Advice provided by Rachael Morris (HR Business Partner) on 13/05/2021.

Procurement Advice:

The call off for the appointment is a compliant procurement and carried out via ESPO framework number 3s18 and the decision to be taken is supported by procurement. Advice provided by Paul Ritchie (Procurement Manager) on 27/05/2021.

Signatures

Sam Webster (PH Finance and Resources)

SIGNED and Dated: 03/06/2021

Mel Barrett (Chief Executive)

SIGNED and Dated: 03/06/2021