

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	4645
Author:	Clive Heaphy as Chief Finance Officer
Department:	Finance and Resources
Contact:	Clive Heaphy as Chief Finance Officer (Job Title: Chief Finance Officer, Email: clive.heaphy@nottinghamcity.gov.uk, Phone: 07980 748057)
Subject:	Interim Strategic Finance Lead and Deputy 151 appointment
Total Value:	up to £215,000 (Type: Revenue)
Decision Being Taken:	To grant approval of spending of up to £215,000 in the appointment of an Interim Strategic Finance Lead and Deputy Section 151 Officer, providing approval to appoint up to 31 March 2023. An appointment will be progressed via a specialist recruitment agency, who will engage the Interim post holder for the term of the contract.
Reasons for the Decision(s)	An interim Head of Strategic Finance was appointed via Penna Recruitment Consultancy on 26 August until 31 March 2022. The principal reason for this arrangement was to provide ongoing support and continuity to the Finance function since the previous post-holder left the Council on 6 September 2021. The post holder from Penna left their role on 31 March 2022 and the Council is without a designated Deputy Officer at this time. This back-fill adds critical capacity to the Finance function, enabling and supporting delivery against the Council's objectives this financial year, including statutory Deputy Section 151 Officer duties. Delivery of the Council's Recovery and Improvement plan will require the Council to have experienced financial leadership that can help transform the organisation and its finances, and it is critical that this continues. A decision to pause recruitment to the permanent, established post has been taken whilst the Council undertakes a review of its senior management structure. A permanent appointment is anticipated to be progressed following this review. To ensure that the service is appropriately resourced for the forthcoming financial year, this proposal is put forward. Resourcing will be undertaken through a specialist agency and in conjunction with the Council's Procurement Division. The decision will adhere to Procurement legislation and achieving 'best value', utilising the ESPO Framework.

Other Options Considered: To make a permanent appointment to the post, however this has been deemed not currently viable as the organisation is reviewing its senior management structure. A permanent appointment will be progressed following this review and is likely to be progressed in summer 2022. An internal, 'acting up', arrangement has also been discounted as it is critical to add additional capacity to the Finance Division.

Background Papers: None

Published Works: None

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: no change to policy or direct workforce implications

Social Value Considerations: Staffing appointment

Relates to staffing: Yes

Decision Type: Portfolio Holder

Subject to Call In: Yes

Call In Expiry date: 17/06/2022

Advice Sought: Legal, Finance, Procurement, Human Resources

Legal Advice:

This decision is seeking both the budget approval in respect of the appointment and the ability to procure the appointment through a specialist recruitment agency. Finance advice has set out how the budget will be allocated for this role and there are no legal concerns with regard to this. In respect of the appointment it is understood from the report that this will be made through the ESPO framework. Subject to the appointment being made in accordance with any specified framework process then there are no legal issues with regard to the procurement being proposed. Legal Services have not been asked to review any framework, or appointment terms and conditions so it is not possible to provide legal comments in this regard.

Advice provided by Naomi Vass (Senior Solicitor) on 03/05/2022.

Finance Advice:

This decision seeks approval to spend up to £0.215m in the appointment of an Interim Strategic Finance Lead and Deputy Section 151 Officer for the period ending 31 March 2023.

The funding of this decision will be part funded by the MTFP budget for the permanent Head of Strategic Finance and Deputy 151 Officer post (£0.088m) with the remaining balance (£0.127m) being funded as a one off from the Finance Resilience reserve on the basis that this recruitment aligns to a job description that has been through a job evaluation process.

Where possible, the Finance and Resources Directorate should be proactive in finding funding via underspends throughout the year to minimise the drawn down from the reserve. Advice provided by Philip Gretton (Finance Analyst) on 30/04/2022. Advice provided by Ceri Walters as Finance Co-ordinator (Head of Commercial Finance) on 03/05/2022.

HR Advice:

Please see attached document with HR observations. Advice provided by Raj Athwal (HR Consultant) on 02/03/2022. Advice provided by Raj Athwal (HR Consultant) on 03/05/2022.

Advice documents: [Online DDM - Agency Support Interim Strategic Finance Lead & Deputy 151 appointment \(RA\).docx](#)

Procurement Advice:

The proposal involves using a framework to make an appointment. The framework has specific call-off terms for awarding contracts. Provided the framework process is followed, the award of contract would be compliant with procurement law and therefore there would be no significant Procurement concerns. Advice provided by Paul Ritchie (Procurement Manager) on 01/03/2022.

Signatures

Adele Williams (Portfolio Holder for Finance)

SIGNED and Dated: 10/06/2022

Mel Barrett (Chief Executive)

SIGNED and Dated: 26/05/2022