

Summary Sheet

Staffing Committee Report

Title

Strategic Director, Regeneration and Environment

Is this a Key Decision and has it been included on the Forward Plan?

No

Officer Approving Submission of the Report

Shokat Lal Assistant Chief Executive

Ward(s) Affected

None

Executive Summary

Following the resignation of the Strategic Director of Regeneration and Environment on the 17th August 2018, it is proposed that whilst permanent recruitment activity takes place the current Assistant Director of Planning, Regeneration and Environment will cover key elements of the Strategic Director role on a temporary basis with a commensurate increase in salary.

Recommendations

That Staffing Committee approve the request to fill the vacant Strategic Director post and refer the process to the Senior Officer Appointments Panel to make the appointment.

Staffing Committee is asked to support the request to temporarily increase the salary of the Assistant Director of Planning, Regeneration and Transport to £102,023 whilst covering elements of the Strategic Director post.

List of Appendices Included

None

Background Papers

Localism Act 2011 Hutton Review of Fair Pay in the Public Sector
Local Government Transparency Code 2015
Pay Policy Statement
Officer Employment Procedure Rules

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Strategic Director Regeneration and Environment

1. Recommendations

- 1.1 That Staffing Committee approve the request to fill the vacant Strategic Director post and refer the process to the Senior Officer Appointments Panel to make the appointment.
- 1.2 Staffing Committee is asked to support the request to temporarily increase the salary of the Assistant Director of Planning, Regeneration and Transport to £102,023 whilst covering elements of the Strategic Director post.

2. Background

- 2.1 Having been absent from late August, elements of the Strategic Director of Regeneration and Environment's portfolio had been covered on a temporary basis by various Senior Leadership Team members.
- 2.2 Following confirmation of the Strategic Director's resignation, more formal arrangements need to be made in order to provide short term cover for the remaining elements of the role and to provide interim leadership for colleagues across the directorate.

3. Key Issues

- 3.1 Staffing Committee is asked to give their approval to recruit to the vacant Strategic Director post which is required to lead the delivery of the transformation agenda for the Directorate and associated budget savings.
- 3.2 As per the Officer Employment Procedure Rules and Code of Conduct, if approval is given by Staffing Committee to fill the vacant post, plans will immediately begin for attraction and selection, led by the Senior Officer Appointments Panel. It is intended to complete recruitment activity by the end of the calendar year and based on a three month notice period, it is expected that the successful candidate would take up post from March 2019. The salary saving associated with the temporary arrangements will be used to cover the costs for the executive search contract.
- 3.2 In order to support the continuing transformation agenda across the directorate, including significant further budget savings, it is essential that the directorate continues to have stable leadership throughout the transitional period until a permanent replacement is found. Having a current member of the Directorate Leadership Team who is fully aware of the significant challenges and has been involved in the work to date will provide the continuity required.

- 3.2 The salary for a Strategic Director is currently £117,976. Current Assistant Director salaries are £86,070.
- 3.3 As a number of key elements of the role are being covered by SLT colleagues, the recommendation is to temporarily uplift the pay of the Assistant Director of Planning, Regeneration and Transport to the midpoint of the two salaries which is £102,023.
- 3.4 The arrangements will be regularly reviewed during the period of cover.

4. Options considered and recommended proposal

- 4.1 Experienced, externally sourced temporary resource could be sought to cover the role whilst a permanent replacement is sought. That, however, would present risks in terms of business continuity and would be considerably more expensive. It would also be questionable in terms of value added for such a truncated period.

5. Consultation

- 5.1 Consultation has taken place with the Chief Executive and Leader of the Council.

6. Timetable and Accountability for Implementing this Decision

- 6.1 Salary packages in excess of £100,000 require Staffing Committee approval.

7. Financial and Procurement Implications

- 7.1 The monthly saving, including on-costs, from the post of Strategic Director being vacant is £13,148. Assuming that the post is vacant for a period of 4 months, until the 16th March 2019, will generate a saving of £52,952. The additional monthly cost of the proposal to temporarily uplift the pay of the Assistant Director is £1,921. This would result in a net saving based on a 4 month period of £44,908.
- 7.2 The net savings associated with this proposal will be used to fund the costs of recruitment to the Strategic Director post. Any savings after the recruitment has been completed will be used to mitigate budgetary pressures within the Directorate.

8. Legal Implications

- 8.1 There are no direct legal implications arising from this report.

9. Human Resources Implications

- 9.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.

9.2 During a time of significant change for the directorate, the temporary promotion of an existing member of the Directorate Leadership Team will provide continuity and stability in leading organisational change, as well as providing a development opportunity for the individual concerned.

10. Implications for Children and Young People

10.1 The Strategic Director role forms part of the Council's Strategic Leadership Team responsible for delivering the Council's key objectives.

11 Equalities and Human Rights Implications

11.1 Fair pay structures are a requirement of employment and equalities legislation.

12. Implications for Partners and Other Directorates

12.1 The role provides a strategic lead for Regeneration and Environment and is a member of the Strategic Leadership Team working corporately with Elected Members to ensure the Council vision; priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

13.1 There is a risk that the Council will be unable to deliver continued improvement in Rotherham's Regeneration & Environment strategies and achievement of corporate goals.

14. Accountable Officer(s)

14.1 Shokat Lal, Assistant Chief Executive

Report author(s):

*Lee Mann, Assistant Director – HR and OD
Directorate: Assistant Chief Executive
Tel and email contact: 07919 302445 lee.mann@rotherham.gov.uk*

Approvals Obtained from:-

Chief Executive – Sharon Kemp

Assistant Director of Legal Services:- Dermot Pearson

This report is published on the Council's website or can be found at:-

<http://moderngov.rotherham.gov.uk/ieDocHome.aspx?Categories=>