

**Report for:** Appointments Panel – 18<sup>th</sup> June 2024

**Title:** Appointment to the post of Assistant Director for Resident Experience

**Report authorised by:** Barry Francis, Director of Environment and Resident Experience

**Lead Officer:** Anthony Tamattiris, Strategic HR & OD Business Partner

**Ward(s) affected:** All

**Report for:** Non-Key Decision

**1. Describe the issue under consideration**

- 1.1. In response to the financial and operational challenges faced by the Council, the report puts forward recommendations in relation to the appointment of the Assistant Director for resident Engagement following a senior officer restructure in the Environment and Resident Engagement directorate.
- 1.2. In line with Part 4, Section K, Section 4 of the Council's Constitution appointment to the post of Assistant Director for Resident Experience will be considered by the Appointments Panel following an interview Panel that involves the Member Appointments Panel.

**2. Cabinet Member Introduction**

- 2.1 Not applicable.

**3. Recommendations**

- 3.1. To note the content of this report and make an appointment to the post of Assistant Director for Resident Experience subject to the objections process of the Cabinet whereby the Appointments Panel may only make the offer of appointment when:
  - (a) no objection has been made by any member of the Cabinet, or
  - (b) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.
- 3.2. Subject to (3.1) above, to agree a salary within the salary range of grade HB1 of £109,464 to £127,008 as set out in the Council's Pay Policy Statement.

**4. Reason for decision**

- 4.1. To fill a senior post in the council's organisation structure in line with the Council's Organisation Change Policy and the Council's Constitution.

**5. Alternative options considered**

As set out in the exempt report.

**6. Background information**

As set out in the exempt report

- 6.1. The proposed restructure has been undertaken in accordance with the Council's Organisational Change Policy and supported by HR.

## **7. Contribution to strategic outcomes**

- 7.1. The post of Assistant Director for Resident Experience is a key role and part of the strategic leadership of the Council. It is responsible for the delivery of Council priorities and corporate delivery plan.

## **8. Statutory Officers' Comments**

### **Finance (including Procurement)**

- 8.1. The recommendation of the report is to appoint to the post of Assistant Director for Resident Experience. There is sufficient budgetary provision to fund the appointment to the post of Assistant Director for Resident Experience. This proposed restructure set out in section 6.7 above is part of an MTFS saving for 2024/25 of £0.2m for the Environment & Resident Experience directorate.

### **Legal & Governance**

- 8.2. The Assistant Director for Legal and Governance has been consulted in the preparation of this report. A local authority shall appoint such officers as it thinks necessary for the proper discharge by the authority of such of their functions (section 112 Local Government Act 1972).
- 8.3. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 ("the 2001 Regulations") and Part 4 Section K of the Council's Constitution, the appointment of Directors which included Assistant Directors must be made by the Appointments Panel. The post referred to in this report therefore falls within the remit of this Committee. In addition, the 2001 Regulations state that where a committee or a sub-committee of the council is discharging the function of appointment on behalf of the authority, at least one member of the cabinet must be a member of that committee or sub-committee.
- 8.4. Additional information set out in the exempt report.
- 8.5. Under Part 4 Section K paragraph 4 of the Constitution, the offer of appointment of the Assistant Director for Resident Experience shall only be made where:
  - (i) no objection has been made by any member of the Cabinet, or
  - (ii) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.
- 8.6. In accordance with the Council's Pay Policy Statement and Part 3 Section B of the Constitution, where it is proposed to appoint an officer and the proposed salary is £100,000 per annum or more, the Appointments Panel must consider and approve the proposed salary.
- 8.7. Under section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment to a Council post must be made on merit. For the reasons

stated above in paragraph 8.4 the candidate is put forward as potentially meeting this criteria.

**9. Use of Appendices**

9.1. Not applicable.

**10. Local Government (Access to Information) Act 1985**

10.1. Not applicable.