

LONDON BOROUGH OF CROYDON

REPORT:	APPOINTMENTS AND DISCIPLINARY COMMITTEE	
DATE OF DECISION	21 AUGUST 2023	
REPORT TITLE:	REVIEW OF TEMPORARY DEPUTY CHIEF OFFICER COVER ARRANGMENT: EXTENSION OF ASSIGNMENT	
CORPORATE DIRECTOR / DIRECTOR:	JANE WEST CORPORATE DIRECTOR OF RESOURCES AND S151 OFFICER	
LEAD OFFICER:	GILLIAN BEVAN HEAD OF HR, RESOURCES AND ACE DIRECTORATES Email: Gillian.Bevan@croydon.gov.uk	
LEAD MEMBER:	CLLR JASON CUMMINGS	
AUTHORITY TO TAKE DECISION:	Appointments of staff are a non-executive function of the Council and the Council's established practice is to report all director appointments to Members for decision.	
KEY DECISION?	No	REASON: N/A
CONTAINS EXEMPT INFORMATION?	No	Public
WARDS AFFECTED:	N/A	

1 SUMMARY OF REPORT

- 1.1 This report concerns the request for an extension of the interim cover arrangement for the Interim Director of Commercial Investment and Capital as outlined in the body of the report.

2 RECOMMENDATIONS

For the reasons set out in the report Appointments and Disciplinary Committee is recommended:

- 2.1 To agree to extend the current temporary cover arrangement for the Interim Director of Commercial Investment and Capital for 12 months from 7 September 2023 until 6 September 2024, pending a workforce review following which permanent recruitment will take place.
- 2.2 Note that if the extension is agreed, the Committee's decision will be subject to the usual notification requirements in paragraph 3.3 of Part 4J (Staff Employment Procedure Rules) in the Constitution.

3 REASONS FOR RECOMMENDATIONS

- 3.1 This report seeks agreement to extend the temporary cover arrangements for the Interim Director of Commercial Investment and Capital by 12 months. The interim postholder is currently driving forward the Council's asset management strategy, particularly the delivery of an extensive portfolio of asset sales. He also leads on the improvement programme in relation to the procurement processes of the Council and the closedown of Brick By Brick. It is important for the Council to maintain momentum in these areas which contribute to the Council's objective of meeting its duty under Best Value. These areas are under close review by the Improvement and Assurance Panel.
- 3.2 The council is undertaking a comprehensive set of improvement activities, as detailed in the Croydon Renewal Plan and, to ensure a focus on delivery, there needs to be robust management of the organisation. Cover is in place to ensure continuity and support for all staff teams to ensure the council can fulfil the delivery of the Renewal Plan.
- 3.3 It is, therefore, necessary for good operational and business efficiency that the cover arrangements are extended to provide continuity and ensure progress on key projects is not delayed. The extension is as an agency contract via Adecco. Market conditions preclude the use of a fixed term contract for this interim role.

4 BACKGROUND AND DETAILS

- 4.1 The extension of the Interim Director of Commercial Investment and Capital appointment is pending the permanent appointment to the post following a workforce review which will look at resources across the whole division. The interim postholder will complete the review in early 2024 with recruitment to the new roles taking place in the spring. A future permanent recruitment exercise is likely to take six months with notice periods typically being three months.

- 4.2** Following the departure of the previous substantive postholder, the interim cover arrangement originally commenced on 7 March 2023. The current interim arrangement is due to expire on 6 September 2023.
- 4.3** The interim post holder is currently fully engaged in the planning and delivery of the budget of their services and are providing operational oversight and guidance to their respective services.

5 ALTERNATIVE OPTIONS CONSIDERED

- 5.1** Market conditions preclude the use of a fixed term contract for this interim role.
- 5.2** As there is a need for continuity to maintain the service provision, and pending a review of the service, there are no alternative options at present.

6 CONSULTATION

- 6.1** The appointment of Chief Officer posts is a matter reserved for an Appointments and Disciplinary Committee, unless specifically delegated by them. There has been no prior consultation with the Committee on this extension of appointment.

7. IMPLICATIONS

7.1 FINANCIAL IMPLICATIONS

- 7.1.1** The established post is a Director Grade 2 (annual salary £112,195 to £116,648). The budget held (corporately) for the post is £164,000 (rounded to thousands, £124,000 Basic Pay, £14,000 National Insurance, £26,000 Pension). This is prior to the 2023/4 pay award. The post has also held a market supplement of £10,914 per annum which is due for review.
- 7.1.2** The interim postholder's day rate is £850 and the bill rate is £1052.31. The total cost of extending the interim postholder for 12 months (on the basis of working 48 weeks per year) would be £204,000 (pay rate) £252,554 (bill rate).
- 7.1.3** Finance have assessed the impact of the decision and can confirm the cost of the extension recommended in this report can be met within existing budgets.
- 7.1.4** Comments approved by Lesley Shields, Head of Finance for Assistant Chief Executive and Resources on behalf of the Director of Finance. (Date: 08/08/2023)

7.2 LEGAL IMPLICATIONS

- 7.2.1** The Council may generally appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.
- 7.2.2** The function of appointment of a member of staff below deputy chief officer level must be discharged by the Head of Paid Service or by an officer nominated by the Head of Paid Service. Appointment decisions concerning more senior officers can be made by officers or Members subject to statutory requirements and Council rules and established practices.
- 7.2.3** The proposal is to seek approval from the committee to decide whether or not to extend the temporary interim appointment to the post of Director of Commercial Investment and Capital for 12 months subject to the usual notification requirements to the Executive Mayor and Cabinet Members.
- 7.2.4** Comments approved by Sandra Herbert, Head of Litigation and Corporate Law on behalf of the Director of Legal Services and Monitoring Officer (Date: 04/08/2023)

7.3 EQUALITIES IMPLICATIONS

- 7.3.1** There are no direct equality impacts of this decision. The post is a senior post within the Council, therefore post holder will be required to promote the Public Sector Equality Duties (PSED) as detailed:
- (i) Eliminate unlawful discrimination, harassment and victimisation
 - (ii) advance equality of opportunity between people who share a protected characteristic and those who don't.
 - (iii) foster or encourage good relations between people who share a protected characteristic and those who don't.
- 7.3.2** Senior members of staff are also responsible for the deliverables of the Equality Strategy 2020 -2024 within their service area. This includes: ensuring that every strategy, delivery plan and staff appraisal has an equality objective linked to it.
- 7.3.3** As a member of the management team, the post holder will also have responsibility for the implementation of the Equality Strategy 2020- 2026 which includes the standards of the Chief Executive for London Council's Tackling Racial Injustice programme. This includes ensuring that both equality and race have measurable actions on personal development plans for the post holder.
- 7.3.3** The post holder will be requested to share equality monitoring data when in post.
- 7.3.4** Comments approved by: Denise McCausland, Equalities Programme Manager (Date:08/08/2023)

7.4 HUMAN RESOURCES IMPLICATIONS

- 7.4.1** There are no additional human resources impacts beyond those described in the body of the report.
- 7.4.2** Comments approved by Gillian Bevan, Head of HR Resources and Assistant Chief Executives on behalf of the Chief People Officer (Date: 08/08/2023)