

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>18 October 2018</b>
<b>SUBJECT:</b>	<b>APPOINTMENT TO DIRECTOR OF GATEWAY SERVICES</b>
<b>LEAD OFFICER:</b>	<b>Jo Negrini - Chief Executive</b>
<b>CABINET MEMBER:</b>	<b>Councillor Tony Newman – Leader of the Council</b>
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post is contained within the 2018/19 budget.	
<b>KEY DECISION REFERENCE NO:</b> n/a	

## **1. RECOMMENDATIONS**

- 1.1 Undertake the selection for and agree an appointment to the post of Director of Gateway Services from the candidate(s) detailed in the Part B appendices to the agenda. Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

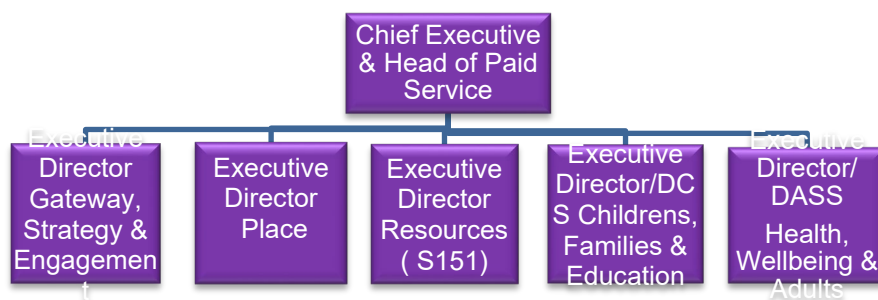
## **2. EXECUTIVE SUMMARY**

- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Gateway Services.

## **3. DETAIL**

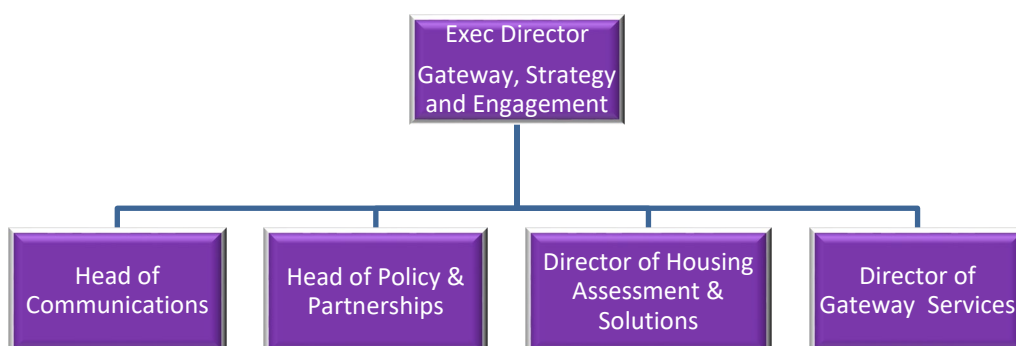
### Background

- 3.1 Since the realignment of senior management responsibilities in May, a decision has been taken to create a new Department combining these areas of activity as the Department for Gateway, Strategy and Engagement. As a result an Executive Director to head up these services has been created. This is a new position and is being advertised.
- 3.2 The new department will lead on the development of locality based services that are designed for local need and embed and build on the gateway principles, placing residents at the heart of each service. The department will also lead on aligning strategy and policy to the council's priorities, strengthening partnerships and having a strong communications and engagement offer to shape what and how we innovate and change.
- 3.3 The structure reporting to the Chief Executive will therefore become:-



3.4 The management structure underneath the Executive Director, Gateway, Strategy & Engagement will reflect the new department's areas of service focus.

3.5 It is therefore proposed that the departmental management team reporting to the Executive Director role will be as follows:-



3.6 Two new Director posts will be created to lead on the areas of Housing and Gateway respectively i.e. Director of Housing Assessment & Solutions and Director of Gateway Services. The functions that will sit beneath these Director roles will not be a replica of how services are configured now.

3.7 The Director leading Gateway Services will be the lead for resident's access and early intervention solutions that support resident's needs in a holistic way and provide alternative ways to build resilience and manage demand. The service is key to delivering the new operating model as it is the main point of access for many council services. By understanding customer behaviours this services area, working collaboratively can help deliver information and support efficiently. Early targeted intervention can deliver sustainable outcomes for our residents and create efficiencies within assessment and delivery services

3.8 The Director of Gateway Services has been advertised and the intention is to appoint to the vacancy.

#### Localism Act 2011 and Pay Policy

3.9 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments beyond the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages

upon appointment at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.

- 3.10 As set out in the Council's pay policy, directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2018/19 agreed by the Council on 27 February 2018 agreed a fixed pay point for the Director of Gateway Services £96,700. As it is proposed to appoint the Director of Gateway Services on a salary package lower than the specified threshold, the Committee's delegated responsibilities are not engaged and there is no need for the Committee to agree the salary.

#### **4 FINANCIAL AND RISK CONSIDERATIONS**

##### **4.1 Revenue and Capital consequences of report recommendations**

	2018/19	2019/20
	£'000	£'000
<b>Revenue Budget available</b>	41	97
<b>Effect of decision</b>	41	95
<b>Overspend / (underspend)</b>	0	0

##### **4.2 The effect of the decision**

This is an established post and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The appointment is expected to be effective from 1<sup>st</sup> November and the salary costs arising from this decision can be met from the 2018/19 budget.

##### **4.3 Risks**

There is a risk of being unable to retain the right calibre of person to this role if the salary is not comparable to the market.

##### **4.4 Options**

The alternative option of not filling the role; and for not making provision to appoint within the parameters of the Council's agreed Pay Policy Statement, is not considered sustainable or viable option as explained in paragraph 4.3 above.

#### 4.5 **Future savings/efficiencies**

None identified.

Approved by: Richard Simpson, Executive Director of Resources

### **5 COMMENTS OF THE ACTING COUNCIL SOLICITOR AND ACTING MONITORING OFFICER**

5.1 The Solicitor to the Council comments that the Council may 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.

5.2 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her.

Approved by: Sandra Herbert Head of Corporate and Litigation Law for and on behalf of Jacqueline Harris-Baker Director of Law and Governance, Council Solicitor and Monitoring Officer.

### **6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT**

6.1 There are no direct considerations arising from this report.

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**CONTACT OFFICER:** Sue Moorman, Director of Human Resources

**BACKGROUND DOCUMENTS:** None