

# LONDON BOROUGH OF CROYDON

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| <b>REPORT:</b>                                | <b>APPOINTMENTS AND DISCIPLINARY COMMITTEE</b>   |             |
| <b>DATE OF DECISION</b>                       | <b>26 MAY 2023</b>   |             |
| <b>REPORT TITLE:</b>                          | <b>REVIEW OF TEMPORARY DEPUTY CHIEF OFFICER COVER<br/>ARRANGMENT: EXTENSION OF ASSIGNMENT</b>  |             |
| <b>CORPORATE<br/>DIRECTOR /<br/>DIRECTOR:</b> | <b>ELAINE JACKSON<br/>INTERIM ASSISTANT CHIEF EXECUTIVE</b>  |             |
| <b>LEAD OFFICER:</b>                          | <b>GILLIAN BEVAN<br/>HEAD OF HR, RESOURCES AND ACE DIRECTORATES<br/>Email: <a href="mailto:Gillian.bevan@croydon.gov.uk">Gillian.bevan@croydon.gov.uk</a></b>                  |             |
| <b>LEAD MEMBER:</b>                           | <b>CLLR JASON CUMMINGS</b>   |             |
| <b>AUTHORITY TO<br/>TAKE DECISION:</b>        | Appointments of staff are a non-executive function of the Council<br>and the Council's established practice is to<br>report all director appointments to Members for decision. |             |
| <b>KEY DECISION?</b>                          | <b>No</b>  | REASON: N/A |
| <b>CONTAINS EXEMPT<br/>INFORMATION?</b>       | <b>No</b>  | Public      |
| <b>WARDS AFFECTED:</b>                        | <b>N/A</b>   |             |

## 1 SUMMARY OF REPORT

- 1.1 This report concerns the request for an extension of the interim cover arrangement for the Interim Chief Digital Officer and Director of Resident Access 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 Chief Digital Officer and Director of Resident Access for 6 months from 27 May 2023 until 27 November 2023, pending a workforce review within the Digital and Resident Access division, and 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 Chief Digital Officer and Director of Resident Access post by a further 6 months.
- 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 is able to 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.

### **4 BACKGROUND AND DETAILS**

- 4.1 The extension of the Interim Chief Digital Officer and Director of Resident Access appointment is pending a workforce review which is looking at resources across the whole division. Permanent recruitment will take place after the completion of the review. The current interim arrangement is due to expire on 27 May 2023 and it is proposed to extend for a further six months as above.
- 4.2 The temporary 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 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 further extension of appointment.

## **7. IMPLICATIONS**

### **7.1 FINANCIAL IMPLICATIONS**

**7.1.1** 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.

**7.1.2** Comments approved by Lesley Shields, Head of Finance for Assistant Chief Executive and Resources on behalf of the Director of Finance. (Date: 12/05/23)

### **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 appointment to the post of Chief Digital Officer and Director of Resident Access for 6 months subject to the usual notification requirements to the Executive Mayor and Cabinet Members.

**7.2.4** Comments approved by: Looqman Desai, Deputy Monitoring Officer on behalf of the Director of Legal Services and Monitoring Officer (Date 17/05/2023)

### **7.3 EQUALITIES IMPLICATIONS**

**7.3.1** There are no direct equality impacts of this decision. The posts are senior posts within the Council, therefore post holders 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: 11/05/23)

#### **7.4 HUMAN RESOURCES IMPLICATIONS**

**7.4.1** There are no additional human resources impacts beyond those described in the body of the report. Note that the extensions referred to in this report are all extensions of fixed term employee contracts and not agency/consultant contracts.

**7.4.2** Comments approved by Gillian Bevan, Head of HR Resources and Assistant Chief Executives on behalf of the Chief People Officer (Date: 10/5/23)