

SOUTH HOLLAND DISTRICT COUNCIL

Report of: Maxine O'Mahony – Executive Director of Strategy and Governance

To: Full Council (Special) – 8th October 2020

(Author: Sarah Wolstenholme-Smy – Legal Services Manager)

Subject: Appointment of an interim Head of Paid Service

Purpose: To consider the recommendation from the Joint Appointments and Disciplinary Committee to appoint an interim Head of Paid Service

Recommendation to FULL COUNCIL

That pursuant to the recommendation of the Joint Appointments and Disciplinary Committee held on 7th October 2020, Council agrees the following:-

- a) the appointment of an interim Head of Paid Service at South Holland District Council in a joint appointment with Breckland Council;
- b) that the appointment date is to be agreed with the Leaders of Breckland Council and South Holland District Council

1.0 BACKGROUND

1.1 Anna Graves, the current Head of Paid Service, has retired. The Council is required by law to identify someone as the Head of Paid Service. It is proposed that, following the meeting of the Joint Appointments and Disciplinary Committee to be held on 7th October 2020, a recommendation from the Committee in respect of the appointment will be presented to Council for consideration. The appointment will be on a part-time basis (2 days per week) and will end on 31st March 2021. The interim Head of Paid Service will be also be commissioned as a Strategic Advisor to both Breckland and South Holland Councils. The commencement of the appointment will take place as soon as possible.

1.2 The Joint Appointments and Disciplinary Committee membership for this recruitment process is:

South Holland

ClIr C N Worth
ClIr P Coupland
ClIr R Gibson

Breckland

ClIr S Chapman - Allen
ClIr P Claussen
ClIr M Brindle

1.2.1 As a result of the recruitment process, the Joint Appointments and Disciplinary Committee will interview a candidate and will consider recommending the appointment of the Joint

Head of Paid Service. Further details of the recommendation will be given following the Joint Appointments and Disciplinary Committee meeting to be held on 7th October 2020.

- 1.3 The proposed appointment detailed in the recommendation will be on a consultancy basis. The associated costs will be shared on an equal 50% / 50% between Breckland Council and South Holland District Council.
- 1.4 The recommendations within this report are being considered by the Full Councils of both South Holland District Council (8th October 2020) and Breckland Council (8th October 2020) as the appointment of the Head of Paid Service is a joint appointment.

2.0 **OPTIONS**

- 2.1 Option 1 - To approve in full the recommendations detailed within this report.
- 2.2 Option 2 – To not approve the recommendations detailed within this report.

3.0 **REASONS FOR RECOMMENDATION(S)**

- 3.1 The recommendation to appoint to the position of Head of Paid Service is to allow the authority to comply with the legal requirement to make such an appointment.
- 3.2 It is considered that an interim consultant to work with both leaders on a part time basis is appropriate in the current circumstances whilst options are explored and the Directors retain oversight of the place-based management arrangements.
- 3.3 This role will be a strategic one to help both Breckland and South Holland councils look at the current arrangements and best options looking forward. This will need to take into account the level of change that local government may also see in the coming months, local opportunities that may be emerging as well as the impact of Covid-19.

4.0 **EXPECTED BENEFITS**

- 4.1 Compliance with the Council's legal obligation to identify a Head of Paid Service and support to the Council in considering the strategic position as detailed in paragraph 3.3 above.

5.0 **IMPLICATIONS**

In preparing this report, the report author has considered the likely implications of the decision - particularly in terms of Carbon Footprint / Environmental Issues; Constitutional & Legal; Contracts; Corporate Priorities; Crime & Disorder; Data Protection; Equality & Diversity/Human Rights; Financial; Health & Wellbeing; Reputation; Risk Management; Safeguarding; Staffing; Stakeholders/Consultation/Timescales; Other. Where the report author considers that there may be implications under one or more of these headings, these are identified below.

5.1 **Constitution & Legal**

- 5.1.1 The appointment of Head of Paid Service is one made by the full Council and is a legal obligation under s4 Local Government and Housing Act 1989.

5.2 **Contracts**

5.2.1 The appointment will be on a consultancy basis terminable by either party with due notice.

5.3 **Financial**

5.3.1 All costs associated with the appointment of the Head of Paid Services will be in line with previous arrangements since the establishment of shared management on 1 April 2011. All costs will be shared on a 50% / 50% basis between Breckland Council and South Holland District Council.

5.4 **Risk Management**

5.4.1 The main risk associated with this arrangement is that the arrangement does not meet the requirements of South Holland District Council. This will be mitigated by close working between the Breckland and South Holland Senior Management Teams, Executive Committees and Full Councils.

5.5 **Staffing**

5.5.1 The nature of this report relates directly to staffing matters.

6.0 **WARDS/COMMUNITIES AFFECTED**

6.1 All wards are potentially affected by this report.

7.0 **ACRONYMS**

7.1 No acronyms are used within this report.

Background papers:-	None
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Key Decision: No

Exempt Decision: No

This report refers to a Mandatory Service

Appendices attached to this report:

None