

BOROUGH OF KETTERING

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| Report Originator | STRATEGIC MANAGEMENT TEAM | <i>Fwd Plan Ref No:</i> N/A | |
| Wards Affected | All | 14 th December 2016 | |
| Title | FLEXIBLE RESOURCING - UPDATE | | |

Portfolio Holder: Cllr I Jelley

1. PURPOSE OF REPORT

Further to the previous report to Council on 28th September 2016 entitled 'Head of Paid Service – Appointment', the purpose of this report is to;

- i. Indicate the formal commencement date for the post of Managing Director;
- ii. Provide an update on the transitional arrangements and the Statutory Officer designations;
- iii. Report the outcome of the recent Executive Director Recruitment process.

2. BACKGROUND

- 2.1 The Council has previously received a number of reports in relation to its Flexible Resourcing Strategy.
- 2.2 The decisions that the Council took in September 2016 firstly agreed what the future professional leadership model would be, and then (following a recruitment process) appointed Mr Graham Soulsby into the new position of Managing Director.
- 2.3 When the Council considered the appointment at its meeting of 28th September 2016, it was also agreed that an effective start date would be reported back to the December meeting of full Council. There are also a number of related issues that need to be reported back to Council.

3. MANAGING DIRECTOR – COMMENCEMENT DATE

- 3.1 Following subsequent discussions, it has been concluded that a sensible start date would be 1st January 2017.
- 3.2 In line with the previous decision of Council, a fixed term contract has been drawn up which will run from 1st January 2017 until 31st October 2019.

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4. TRANSITIONAL ARRANGEMENTS & STATUTORY OFFICER DESIGNATIONS

- 4.1 The Council has always been very clear that it wanted to have a managed and smooth transition from the current professional leadership arrangements to its new model.
- 4.2 To that end, it was always envisaged that there would be a period of overlap between the incoming post of Managing Director and the outgoing post of Chief Executive.
- 4.3 It is proposed that when the Managing Director post becomes operational on 1st January 2017, that the post holder will effectively assume operational responsibility.
- 4.4 In the Council Constitution, the Proper Officer Function for the Chief Executive is currently listed as:
- a) Head of Paid Service
 - b) Functions relating to the electoral process
 - c) Any Proper Officer functions not falling within the responsibility of any other officer.

Until the point at which the Chief Executive post is formally deleted from the establishment – all of the above will continue to be the statutory responsibility of the Chief Executive. Upon the post being deleted from the establishment (in June 2017 – as per previous resolutions of Council) all three of the above proper officer functions will formally become the responsibility of the Managing Director.

- 4.5 The post of Managing Director will also have the delegated authority afforded to all Chief Officers within the Constitution.
- 4.6 The designation of Chief Finance Officer (s151) will remain with Mr Graham Soulsby until he takes up the statutory designation of 'Head of Paid Service' in June 2017.
- 4.7 In line with the recommendations of the first Council report on 'Flexible Resourcing' that was considered by the Council on 22 April 2015 – further consideration will be given in due course to where the other statutory officer designations are most appropriately placed, once the above changes have taken place.

5. EXECUTIVE DIRECTOR RECRUITMENT

- 5.1 Members will recall that the new structure that Council agreed on 14th September 2016 was to have a Managing Director supported by two Executive Directors.

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- 5.2 In line with Council Policy, Mr Martin Hammond has been slotted-in to one of the Executive Director roles. The other Executive Director role has been offered to (and accepted by) Lisa Hyde following a thorough external recruitment process. Both of these new roles will also become operational on 1st January 2017.
- 5.3 The Executive Directors will have the delegated authority afforded to all Chief Officers within the Constitution, and any references to 'Deputy Chief Executives' within the Constitution should be replaced by 'Executive Directors' in relation to any other matters.

6. RECOMMENDATIONS

That the Council notes;

- 6.1 That the start date for the Managing Director post is 1st January 2017;
- 6.2 The transitional arrangements that will be in place until June 2017;
- 6.3 The effective commencement date for the Executive Director roles is 1st January 2017.

That the Council approves;

- 6.4 That the Proper Officer Functions that are currently with the Chief Executive in the Council Constitution, become the responsibility of the Managing Director with effect from June 2017;
- 6.5 The post of Managing Director will also have the delegated authority afforded to all Chief Officers within the Constitution;
- 6.6 The Executive Directors have the delegated authority afforded to all Chief Officers within the Constitution;
- 6.5 That the statutory designation of 'Chief Finance Officer' (s151 officer) will remain with Mr Graham Soulsby until June 2017;
- 6.6 That Council receive a further report (in due course) in relation to the future designations of the statutory posts of Chief Finance Officer, and Monitoring Officer;
- 6.7 To authorise the Head of Democratic and Legal Services to amend the Constitution to reflect the changes in the management structure set out in the report.