



SPECIAL COUNCIL - 20TH JANUARY 2014

SUBJECT: INTERIM MANAGEMENT ARRANGEMENTS

REPORT BY: ACTING DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 The Council is required by law to have in place a Chief Executive / Head of Paid Service. On the 23rd of July 2013, Council appointed an Interim Chief Executive to undertake these duties, subject to a review after 6 months. This report is produced for the purposes of undertaking the 6 month review.

2. SUMMARY

- 2.1 Members at a Full Council meeting on the 23rd of July 2013 (see appendix 1):

RESOLVED that for the reasons contained in the report:-

- (i) the recommendation of the Appointments Committee that Mr. Stuart Rosser be appointed to the role of Interim Head of Paid Service (and undertake the responsibilities associated with the role of the Chief Executive) based on a salary of £131,645 be endorsed;
 - (ii) Mr. Rosser's salary be calculated on a pro-rata basis, in that his contract be for a minimum of 3½ days per week (with additional days in accordance with paragraph 4.5 of the report);
 - (iii) the appointment be for a minimum period of six months, to commence with immediate effect;
 - (iv) the appointment be reviewed by Full Council prior to the expiry of the six-month period.
- 2.2 This report brings forward recommendations for the continuation of the above mentioned interim arrangements.

3. LINKS TO STRATEGY

- 3.1 It is a legal requirement for a Local Authority to have a Head of Paid Service. In Caerphilly County Borough Council the Head of Paid Service is the Chief Executive and there is no distinction between the two roles.

4. THE REPORT

- 4.1 At its meeting on the 11th of July 2013, Council considered a full range of options available prior to deciding to proceed with the appointment of an Interim Chief Executive (see appendix 2).
- 4.2 As per the resolution of Council on the 23rd of July 2013, Mr Rosser commenced appointment in the post of Interim Chief Executive with effect from the 24th July 2013, consistent with the arrangements outlined in paragraph 2.1.
- 4.3 We are now approaching the expiry of the 6 month period, and there is a requirement to review the position. Unfortunately, due to the complexity of the ongoing investigation relating to the suspension of the substantive postholder, we are unclear at this stage of when a permanent resolution may be achieved.
- 4.4 The previous 12 months have been a period of considerable turmoil for the Authority and the ability to employ an experienced Interim Chief Executive to provide leadership to the Council has been invaluable.
- 4.5 It is therefore wholly appropriate at this stage to request the approval of Council to continue with the ongoing employment of the Interim Chief Executive.
- 4.6 It is therefore proposed that the existing arrangements should be extended for a further period of six months from the 23rd January 2014. In order to provide flexibility in changing circumstances, the arrangements will be subject to either party (at any time) giving one months notice in writing to terminate the arrangement, with a further review by Full Council prior to the expiry of the six month period. In all other respects the current arrangements will continue.
- 4.7 Mr Rosser has indicated that he is prepared to extend the existing arrangements and continue in the role.

5. FINANCIAL IMPLICATIONS

- 5.1 This appointment will be funded from the budget set aside for the Chief Executive's salary, as detailed in the report to Cabinet on the 23rd July 2013 and also the report to Council of that date.
- 5.2 The salary costs for the Chief Executive and the Deputy Chief Executive, who are currently suspended, will be covered by service reserves (as per the Outturn report to Cabinet 23rd July 2013) up until the 31st March 2014. The further use of reserves to cover these costs will need to be considered as part of the Budget report for Council 26th February 2014.

6. PERSONNEL IMPLICATIONS

- 6.1 As outlined in the report.

7. EQUALITIES IMPLICATIONS

- 7.1 As set out in the Leaders report to Council dated 11th July 2013.

8. CONSULTATIONS

- 8.1 The consultees are listed below, and their views have been incorporated into the detail of this report.

9. RECOMMENDATIONS

- 9.1 That Council approves the ongoing employment of Mr Rosser as Interim Chief Executive with immediate effect. The arrangements will be subject to either party (at any time) giving one months notice in writing to terminate the arrangement in order to provide flexibility in changing circumstances.. In all other respects the existing arrangements will continue.
- 9.2 The appointment will be subject a review by Full Council prior to the expiry of the six month period at its scheduled meeting of the 22nd July 2014, if the interim arrangements are still in place at this date.

10. REASONS FOR RECOMMENDATIONS

- 10.1 To ensure the Council complies with the legal requirement to have a Head of Paid Service.

11. STATUTORY POWER

- 11.1 Local Government Act 2000 and the Local Authorities (Standing Orders) (Wales) Regulations 2006.

Author: Sandra Aspinall, Acting Deputy Chief Executive
Consultees: Nicole Scammell, Acting Director of Corporate Services/Section 151 Officer
Dave Street, Director of Social Services
Gareth Hardacre, Head of Workforce & OD
Daniel Perkins, Head of Legal & Democratic Services
Gail Williams, Monitoring Officer
Stephen Harris, Acting Head of Corporate Finance
Cllr Harry Andrews, Leader of the Council
Cllr Keith Reynolds, Deputy Leader and Cabinet Member for Corporate Services
Cllr Christine Forehead, Cabinet Member for Human Resources & Governance

Appendices:

- Appendix 1 Report to Full Council – 23rd of July – Interim Management Arrangements
Appendix 2 Report to Full Council – 11th of July – Interim Management Arrangements