



COUNCIL – 5TH OCTOBER 2021

SUBJECT: TEMPORARY APPOINTMENTS TO CORPORATE MANAGEMENT TEAM

REPORT BY: HEAD OF PEOPLE SERVICES

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1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to seek Council's approval to appoint David Street, Corporate Director Social Services & Housing in to the post of Acting Chief Executive during the absence of the substantive postholder.
- 1.2 Council is also asked to agree an acting appointment to cover Mr Street's substantive post of Corporate Director Social Services & Housing.

2. SUMMARY

- 2.1 The Council is required by law to have in place a Head of Paid Service. Within the Council, this responsibility is designated to the Chief Executive.
- 2.2 The Chief Executive, Christina HARRY, reported absent due to sickness on Monday, 20th September 2021. This report provides recommendations to Council to ensure compliance with its statutory duty and also the required capacity at Corporate Management Team.

3. RECOMMENDATIONS

- 3.1 Council is asked to agree:
 - 3.1.1 the appointment of David Street in to the post of Acting Chief Executive, for the period of time that the substantive postholder is absent due to sickness;
 - 3.1.2 that a Head of Service be appointed to the post of Acting Director, Social Services and Housing whilst Mr Street is undertaking the Acting Chief Executive role.

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 The recommendations are made to ensure that the Council is complying with its

statutory duty to have in place a Head of Paid Service and to ensure that the Council has effective leadership to provide ongoing continuity for the organisation to deliver services to the residents of the County Borough.

5. THE REPORT

- 5.1 The Chief Executive, Christina Harray, reported absent due to sickness on Monday, 20th September 2021 and has a fit note that certifies her absence from work until the end of the calendar year.
- 5.2 As stated, the Council is required by law to have in place a Head of Paid Service. Within the Council, this responsibility is designated to the Chief Executive.
- 5.3 Members will be aware that we do not have a Deputy Chief Executive in the Corporate Management Team Structure, who could cover the temporary absence of the Chief Executive.
- 5.4 Currently, the Authority is still responding to the significant ongoing challenges presented by the Covid pandemic, is engaged in a number of corporate reviews in accordance with the Transformation Programme and also significant projects, including City Deal, Twenty First Century Schools and of course the management of the Medium-Term Financial Plan (MTFP).
- 5.5 The Chief Executive is responsible for leading the Council's Corporate Management Team to ensure a clear strategic direction to the Council.
- 5.6 Section 5a of the Council's constitution confirms for *the 'Determination of any urgent matter in the purview of the Council, the Cabinet or any committee of these where it is impractical to convene a meeting of that body to consider the matter' power is delegated to the 'Chief Executive or in his/her absence any Director.'*
- 5.7 David Street, Corporate Director, Social Services & Housing, has undertaken this responsibility in the Chief Executive's absence. This report, therefore, seeks agreement for him to be appointed to the post of Acting Chief Executive with effect from Monday, 20th September 2021, until the substantive Chief Executive returns to work. We know the absence will be at least until 31st December 2021.
- 5.8 It is not practically possible for Mr Street to undertake the post of Acting Chief Executive in addition to his substantive post of Corporate Director. Members are consequently asked to agree that a Head of Service be appointed to the post of Acting Director, Social Services and Housing whilst Mr Street is undertaking the Acting Chief Executive role.
- 5.9 There may be further backfill requirements lower down in the structure after these two temporary appointments are made, which will be subject to discussion between Mr Street, whoever is appointed to the post of Acting Corporate Director, Social Services and Housing and the Cabinet Member for Social Care.
- 5.10 Members are asked to note that Welsh Government have been notified that Council are being asked to approve the Acting Chief Executive appointment.

5.11 **Conclusion**

The temporary arrangements outlined in this report will ensure that the Council complies with its statutory requirements to have in place a Head of Paid Service and also ensures that the Council has effective leadership at such a critical time.

6. **ASSUMPTIONS**

6.1 There are no assumptions made within this report.

7. **SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

7.1 An Integrated Impact Assessment has not been produced as the contents of this report relate to a temporary situation and the recommendations ensure that the Council complies with its statutory duty.

8. **FINANCIAL IMPLICATIONS**

8.1 The additional monthly cost (including oncosts) for the Corporate Director, Social Services & Housing to act as Chief Executive is £1,555.

8.2 The additional monthly cost (including oncosts) for a Head of Service to act as a Director is £2,016.

8.3 The additional total monthly cost for the two acting appointments is £3,571.

8.4 These short-term costs can be met from within the existing revenue budget.

9. **PERSONNEL IMPLICATIONS**

9.1 The personnel implications are included within this report.

10. **CONSULTATIONS**

10.1 All consultation responses have been reflected in this report.

11. **STATUTORY POWER**

11.1 Local Government Act 1972

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Consultees: Cllr. Philippa Marsden, Leader of the Council
Cllr Jamie Pritchard, Deputy Leader
Cllr. Colin Gordon, Cabinet Member for Corporate Governance
Cllr Colin Mann, Leader, Plaid Cymru
Cllr Kevin Etheridge, Leader, Independent Group

Robert Tranter, Head of Legal Services and Monitoring Officer
Steve Harris, Head of Corporate Finance/s.151 Officer
Richard Edmunds, Corporate Director, Education & Corporate Services
Mark Williams, Corporate Director, Economy & Environment