



# Northumberland County Council

## COUNTY COUNCIL

Strictly confidential and subject to legal professional privilege

**27<sup>th</sup> July 2022**

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### **Appointment of an Interim Head of Paid Service and Chief Executive**

Report of County Council

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#### **Purpose of report:**

This report asks Council to receive and consider the report and the recommendations of the Staff and Appointments Committee (which is attached at Appendix 1) in respect of the appointment of a Interim Head of Paid Service and Chief Executive.

The Staff and Appointments Committee has met this morning (27<sup>th</sup> July 2022), accordingly, Council will be provided with a verbal update and confirmation of the Committee's resolution and recommendation. In addition to the verbal update, any agreed resolutions and recommendations will be circulated in the Council chamber.

#### **Recommendation:**

To receive and consider the recommendations from Staff and Appointments Committee held on the 27<sup>th</sup> July 2022.

## **Link to Corporate Plan:**

This report is relevant to all areas of the Corporate Plan as it relates to ensuring that the Council is compliant with the constitution and fulfilling its legal duties and requirements to ensure that there is an effective and fit for purpose staffing establishment.

### **Key issues**

1. The Chief Executive, Daljit Lally, has been absent from work off work since 8<sup>th</sup> March 2022. During this period the Council has sought interim arrangements by authorising Rick O'Farrell, to act up into the position of Deputy Chief Executive from his substantive role as Interim Executive Director of Regeneration on an interim basis.
2. Following an agreement with Daljit Lally which in itself is subject to approval of Full Council, a need has arisen to appoint an Interim Head of Paid Service and Chief Executive.
3. The Staff and Appeals Committee received the report in Appendix 1 and seeks to pass on its recommendations verbally to Council.
4. The Officer Appointment Rules have been followed as per the Constitution of the Council and are covered in the associated report in Appendix 1.

### **Implications**

<b>Policy</b>	<p>This report is relevant to all areas of the Corporate Plan as it relates to ensuring that the Council is compliant with the constitution and fulfilling its legal duties and requirements to ensure that there is an effective and fit for purpose staffing establishment.</p> <p>The Council sets out to be a good employer, and to act fairly in accordance with its duties.</p>
<b>Finance and value for money</b>	<p>An interim arrangement is deemed to be appropriate in relation to finance and value for money and it is a statutory requirement that the Council has a Head of Paid Service in situ. The cost of the appointment can be met from existing budgets.</p>
<b>Legal</b>	<p>The Local Government and Housing Act 1989 section 4 requires that the Council designate one of its officers as Head of the Paid Service.</p>
<b>Procurement</b>	<p>n/a</p>
<b>Human Resources</b>	<p>The interim appointment has been made in line with appropriate interim employment recruitment processes. Relevant legal implications have been set out in the body of the associated SAC report.</p>

<b>Property</b>	N/A
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<b>Equalities</b> (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	The most senior officer of the Council has brought a claim alleging unlawful discrimination. Although the claims for race and sex discrimination have now been withdrawn, this nevertheless has the potential to have a wider impact on EDI within the organisation and in the community whatever the outcome.
<b>Risk Assessment</b>	Consistent with Independent Corporate Governance Review (Caller Report)
<b>Crime &amp; Disorder</b>	N/A
<b>Customer Consideration</b>	N/A
<b>Carbon reduction</b>	N/A
<b>Health and Wellbeing</b>	The recommendations will support the health and wellbeing of Council Employees at varying levels within the organisation
<b>Wards</b>	The recommendations not related to any particular ward but cover the whole of Northumberland

**Background papers:**

Report to the SAC of 27<sup>th</sup> July 2022

**Report sign off.**

***Authors must ensure that officers and members have agreed the content of the report:***

	Full Name of Officer
Monitoring Officer/Legal	Suki Binjal
Executive Director of Finance & S151 Officer	Jan Willis
Relevant Executive Director	Discharged by the Monitoring Officer and Interim Director of HR/OD
Chief Executive Portfolio Holder	n/a

**Author and Contact Details**

Interim Director of HR/OD

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