



# Northumberland County Council

## STAFF & APPOINTMENTS COMMITTEE

15<sup>th</sup> August 2022

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### **Recommended Approval of the Extension of Interim Senior Structure Arrangements**

Report of the: Interim Chief Executive  
Senior HR Manager

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#### **Purpose of the Report**

This report sets out the current interim arrangements which have been in place since 1 September 2021 and that are due to end on 31 August 2022 and recommends extending them for a further 6 months to allow the Senior Manager review at tiers 1 & 2 to be implemented.

#### **Key Issues and Background**

Following the departure of Kelly Angus, Executive Director HR/OD & Deputy Chief Executive in August 2021, an internal 'expressions of interest' exercise was undertaken to provide additional strategic support to the Executive team, pending a full review of the Senior Management structure of the Council.

The successful applicants were given pay increases of varying degrees for a calendar year with the expectation that the new structure would be in place by the end of August 2022.

As is clear, this is not yet the case, so an extension to the existing arrangements is recommended for a further 6 months, funded from the Council's contingency budget.

There are some other interim arrangements currently in place which need to be brought in line with the above extensions as they will be impacted by decisions made as part of the review process.

Following the departure of Cath McEvoy-Carr, Executive Director of Adults and Children’s Services & Deputy Chief Executive in May 2022, Graham Reiter and Neil Bradley received uplifts in salaries to ensure that both strategic and statutory functions were met.

Janice Rose, currently acting as a Service Director, and Andrew Ward, currently acting as Communications Manager, are on temporary increments in roles that will likely still be needed and would need to go through an appropriate recruitment process. It is suggested this decision is best made once permanent Executive Directors and Service Directors are in place to determine what is needed within their respective structures.

The current arrangements are as follows (“Sub” = “Substantive”):

<b>Name</b>	<b>Acting Band</b>	<b>Sub Band</b>	<b>Acting SCP</b>	<b>Sub SCP</b>	<b>Acting Salary</b>	<b>Sub Salary</b>	<b>Acting Job Title</b>
Liz Morgan	18	17	77	68	£148,895	£113,400	Executive Director
Maureen Taylor	18	17	77	70	£148,895	£124,740	Executive Director
Rob Murfin	18	16	77	65	£148,895	£97,355	Executive Director
Phil Hunter	17	15	68	60	£113,400	£83,368	Senior Service Director
Audrey Kingham	17	17	70	68	£124,740	£113,400	Senior Service Director and Interim Director of Children’s Services
Graham Reiter	17	17	70	68	£124,740	£113,400	Senior Service Director and Interim Director of Children’s Services
Kelly Gardner	17	15	68	62	£113,400	£88,765	Senior Service Director
Leanne Furnell*	16	15	65	60	£97,355	£83,368	Service Director
Nigel Walsh	16	15	64	62	£94,491	£88,765	Service Director
Matt Baker	15	15	63	62	£91,628	£88,765	Service Director

Neil Bradley**	17	17	n/a	n/a	£124,740	£119,314	Interim Director of Adult Services
Janice Rose	15	14	60	56	£83,368	£71,586	Service Director
Sarah McMillan	14	14	57	56	£74,447	£71,586	Assistant Service Director
Andrew Ward	12	10	49	43	£57,267	£47,665	Communications Manager

\*Leanne Furnell is seconded from Northumbria Healthcare NHS Foundation Trust who continue to pay her salary and invoice the Council. Leanne is though paid on the NCC pay band.

\*\*Neil Bradley TUPE transferred from Northumbria Healthcare NHS Foundation Trust in October 2021 and he remains on his NHS terms and conditions so his increase in salary is paid as an honorarium.

### **Pay Policy**

The Council's pay policy states:

*“All senior staff are appointed to a spot point within their salary range and there is no automatic incremental progression within the range. The default position is that there is no increment awarded, however, the Head of Paid Service will review the performance of each post holder and may recommend awarding an increment in accordance with the Senior Manager Terms and Conditions of Employment. Any recommendations made by the Head of Paid Service should then be subject to the approval of the Staff and Appointments Committee.”*

Whilst this paragraph does not exactly fit the circumstances outlined here, the decision as to if to approve the extension to the interim arrangements sits firmly with the Staff and Appointments Committee.

The only exception to that in this scenario is Andrew Ward who is on Band 12, which is below the level (Band 14) that Senior Manager's Terms and Conditions start. Andrew receives automatic increments on his salary and does not require approval by the Staff and Appointments Committee to continue with the interim arrangement, but as it is linked directly to the forthcoming review, this role is included here as due to being linked to the overall contingency funding required for the post at the current time.

## Link to Corporate Plan

Following the Caller report and the recommendations therein, it is evident a permanent and settled senior management structure needs to be in place. To get to that point, the current interim structure needs to continue.

## Recommendations

**Members are asked to agree the following recommendations:**

- 1) To receive the report.
- 2) To approve the extension of the interim arrangements to **28 February 2023**.

## Implications

<b>Policy</b>	Pay policy
<b>Finance and value for money</b>	The finance to cover the interim arrangements is covered via the Council's contingency budget.
<b>Legal</b>	n/a
<b>Procurement</b>	n/a
<b>Human Resources</b>	The process has followed the Council's Management of Organisational Change Policy and Pay Policy
<b>Property</b>	N/A
<b>Equalities</b> (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	N/A
<b>Risk Assessment</b>	N/A
<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 the staff involved to avoid uncertainty of their pay and role, plus those staff that they manage.
<b>Wards</b>	N/A

## Report sign off.

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

	Full Name of Officer
Monitoring Officer / Interim Director of Governance	Suki Binjal
Executive Director of Finance & S151 Officer	Jan Willis
Chief Executive	Rick O'Farrell
Portfolio Holder(s)	Staff & Appointments Committee

**Authors and Contact Details**

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