

Council

21st September 2022

Revised Executive Management Structure

Report of the Interim Head of Paid Service and Leader of the Council

Purpose of the Report

The purpose of this report is to advise Council that due to the sad passing of Her Majesty the Queen, and the subsequent respectful mourning period until after the state funeral on 19th September, the meeting for consideration of this report by the Council's Staff and Appointments Committee on 9th September 2022 was postponed.

Recommendations

Full Council is asked the following;

To approve the recommendations from the Staffing and Appointments Committee which is due to be held on the 20th of September 2022.

Links to the 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.

In line with Section 4 of the Local Government & Housing Act 1989, Northumberland County Council must ensure that it fulfils its duty to designate one of its officers as its Head of Paid Service.

The Head of Paid Service is required to report to the Council as appropriate about the way in which the overall discharge by the Council of its different functions is coordinated; the

number and grades of staff required for the discharge of these functions; the way in which these people are organised and managed; and the way in which they are appointed.

This reporting process ensures that the Council is managed and governed in line with legislation and the structure of accountability is clearly set out transparently.

This report places additional emphasis on the areas that the administration is seeking to strengthen in line with its priorities. Features of this include growth, tackling health inequalities and strategic oversight of important programmes such as climate change, service reviews and efficiency plans, along with a strategic review of the Council's property and asset portfolios.

Background

Issues for Consideration

1. The Council's Staff and Appointments Committee was due to sit and receive the report of the Interim Chief Executive regarding the revised Executive Management structure on 9th September 2022. As a sign of respect this meeting was postponed until after the state funeral of Her Majesty the Queen and will now take place on 20th September 2022.
2. In light of this, the resolutions and recommendations required of the committee were not available for inclusion within the agenda papers for Full Council and will therefore be distributed electronically as soon as practicable following the closure of the Staff and Appointments Committee on Tuesday 20th September 2022.
3. **Statutory Obligations and Pay Policy**
4. Under section 38 of the Localism Act 2011 the Council is required to produce a Pay Policy each financial year. Approval of the Pay Policy is a matter for full Council and cannot be delegated. The Council's current Pay Policy for 2022/2023, approved by Full Council in March sets out details, amongst other things, of the payment to chief officers.
5. The Staff & Appointments Committee is therefore required to consider and approve the appointments of Chief Officers on a salary of over £100,000 in line with the Councils agreed Pay Policy 2022/23 as follows,

“Notwithstanding any other requirement of the Constitution, any appointment within the Council that attracts a salary package of £100,000 or more will be considered and approved by the Staff & Appointments Committee. Salary package in this respect includes salary and any other fees, allowances, bonuses and benefits in kind that the post holder would routinely be entitled to”.

Rick O'Farrell

Interim Chief Executive/Head of Paid Service

Implications:

Policy	Oversight of HR Policies and Procedure
Finance and value for money	There are no financial implications arising from this report. The financial implications of the proposed senior management structure will be addressed in the Staff and Appointments Committee report to be circulated to full Council.
Legal	Under the Section 4 of the Local Government and Housing Act 1989 it shall be the duty of the head of service to prepare a report setting out the proposals in the manner they organise the Council's staffing structure.
procurement	No issues
Human Resources	All changes be made in line with appropriate employment processes. Relevant legal implications have been set out in the body of this report.
Property	N/A
Equalities (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	This process will be conducted in line with best practice in relation to promoting equality and diversity within the Council's employment processes.
Risk Assessment	Consistent with Independent Corporate Governance Review (Caller Report)
Crime & Disorder	N/A
Customer Consideration	N/A
Carbon reduction	N/A
Health and Wellbeing	The recommendations will support the health and wellbeing of Council Employees at varying levels within the organisation
Wards	The recommendations not related to any particular ward but cover the whole of Northumberland.

Background papers:

N/A

Linked Reports already published

Staff & Appointment Committee 15th August 2022

- Proposed Appointment Process - Head Of Paid Service, Chief Executive & Returning Officer
- Proposed Appointment Process - Director of Law & Governance
- Interim Head of Paid Service & Chief Executive Contract of Employment
- Extension of Interim Senior Structure Arrangements

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
Interim Chief Executive	Rick O'Farrell in conjunction with the Interim Service Director for HR/OD
Portfolio Holder(s)	Staff & Appointment Committee

Authors and Contact Details

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Leanne Furnell – Interim Service Director HR/OD