



Northumberland County Council

COUNTY COUNCIL

1 November 2023

Director of Law and Corporate Governance (Monitoring Officer) - contractual change from fixed term to permanent status

Report of the Chair of the Staff and Appointments Committee

Lead officer – the Chief Executive and Head of Paid Service.

1. Purpose of the Report

- 1.1 The purpose of this report is to seek approval that the current postholder in the role of Director of Law and Corporate Governance (Monitoring Officer) be contracted on a permanent basis.
- 1.2 The Staff and Appointments Committee will meet on 25 October 2023 to consider the proposal and due to the timings of this committee meeting, it is not possible to submit a full report for consideration by Full Council with the agenda papers which are now attached.
- 1.3 The full report received by Staff and Appointments Committee is attached as appendix 1 to this report.

2. Recommendations

- 2.1 To approve the recommendations from the Staff and Appointments Committee which is due to be held on 25 October 2023.

3. Links to the Corporate Plan

- 3.1 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.

Implications:

Policy	Oversight of HR Policies and Procedure
Finance and value for money	<p>A permanent appointment is deemed to be appropriate in relation to finance and value for money and it is a statutory requirement that the Council has a Monitoring Officer in post.</p> <p>All terms and conditions are to remain the same therefore there are no financial implications</p>
Legal	<p>Section 5 of the Local Government & Housing Act 1989 requires the Council to designate one of its Officers as Monitoring Officer.</p> <p>Staff and Appointments Committee (StAC), discharges the Council's functions of the employer in relation to Chief and Deputy Chief Officers.</p> <p>Chief Officer is defined as the Head of Paid Service, the Monitoring Officer and any officer as defined in S2 (1) (b) (c) and (d) of the Local Government and Housing Act 1989. StAC also determines the terms and conditions relating to employees of the Council including the remuneration and terms of employment for the Head of Paid Service and Chief and Deputy Chief Officers.</p> <p>All other legal implications have been addressed within the body of the StAC report.</p>
Procurement	N/A
Human Resources	All changes be made in line with appropriate employment processes. Relevant legal implications have been set out in the body of the appended StAC report.
Property	N/A
Equalities (Impact Assessment attached)	This process will be conducted in line with best practice in relation to promoting equality and diversity within the Council's employment processes.
Yes <input type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> N/A <input checked="" type="checkbox"/>	
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.

Appendices

Appendix 1 - Staff and Appointments Committee Report of the 25 October 2023 - Director of Law and Corporate Governance (Monitoring Officer) - Contractual Change

Background papers:

N/A

Report sign off.

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

	Full Name of Officer
Director of Law and Corporate Governance (Monitoring Officer)	Neil Masson on behalf of Stephen Gerrard
Executive Director of Transformation & Resources (s151)	Jan Willis
Chief Executive (HoPS)	Dr Helen Paterson

Author and Contact Details

This report has been prepared by:
Sarah Farrell – Director of Workforce and OD
07770 971 861