



REPORT OF:	CHIEF EXECUTIVE
TO:	FINANCE COUNCIL
ON:	28 February 2022

SUBJECT: SENIOR MANAGEMENT & CONSTITUTIONAL UPDATE

1. PURPOSE OF THE REPORT

To update the Council on the appointment to the post of Director of Public Health (DPH).

Further to the Council Forum report of 22 July 2021 (Item 10), to seek Council approval on the permanent appointment to the statutory Monitoring Officer role.

To request that Council approve updates to the Constitution to reflect the changes proposed and set out in this report.

2. RECOMMENDATIONS

The Council is asked to:

1. Endorse the decision of the Chief Officer Employment Committee to appoint Mr. Abdul Razaq to the post of Director of Public Health (DPH).
2. Note the decision of the Chief Officer Employment Committee to appoint the Interim Strategic Head of Service, Legal & Governance (MO) to the post of Deputy Director with responsibility for Legal & Governance Services who will act as the Council Solicitor, and approve that the post holder be appointed as the Council's Monitoring Officer on a permanent basis.
3. Endorse the recommendation of the Chief Officer Employment Committee in respect of the re-designation and regrading of the post of Director in Place to Strategic Director.
4. Subject to 2 and 3 above, authorise the Monitoring Officer to update the Constitution and approve other updates to the Constitution reflecting the changes set out in this report.
5. Approve the Council's Pay Policy Statement for 2022/23, reflecting the changes set out in this report.

3. KEY ISSUES

Appointment of Director of Public Health

In March 2022 the current Director of Public Health will retire. Following an external recruitment process the Chief Officer Employment Committee (COEC) unanimously agreed that Abdul Razaq be appointed to the post of Director of Public Health.

Monitoring Officer

In September 2021, the Director of HR, Governance & Engagement retired and interim management arrangements were put in place via a temporary realignment of responsibilities primarily through two existing senior members of the extended leadership team.

Firstly via a role of Strategic Head of Service, HR & Engagement (Covid Coordination) & secondly via a role of Strategic Head of Service, Legal & Governance.

The latter post contains the duties and responsibilities associated with the Monitoring Officer role, given Section 5 of the Local Government & Housing Act 1989 requires Councils to appoint a Monitoring Officer to undertake the statutory responsibilities and the duties contained in the Constitution.

Following recommendations from the COEC, it is proposed that Asad Laher, currently interim Strategic Head of Service, Legal & Governance, and the Council Solicitor and acting Monitoring Officer (as approved by Council in July 2021), is appointed as Deputy Director and is now permanently appointed by Council to act as the Monitoring Officer, with a direct line of accountability to the Chief Executive. The post will also be responsible for Legal & Governance services.

It has also been agreed by the COEC that the current interim Strategic Head of Service, HR & Engagement (Covid Support), is appointed to the role of Deputy Director, in the Chief Executive's Office with responsibility for HR services, civil contingencies, corporate policy and communications and acts as the Council's chief HR advisor.

Aligned to the above, the vacant Director post and the two Heads of Service posts will be deleted from the structure.

Director/Strategic Director, Place

The former Growth & Development and Environment Departments were brought together in 'Place' with a Strategic Director and Director posts.

There are a number of existing key priorities within the growth programme, planning and economic development areas alongside priorities in respect of the environment and highways services, economic recovery, climate change and future proposed environmental changes.

To address this range of priorities, it has been considered and is recommended by the Chief Officer Employment Committee that the current Director role in Place is re-designated as a Strategic Director (Strategic Director 2) with responsibilities including environment, highways, leisure and commercial services, accountable to the Chief Executive.

Pay Policy statement 2022/23

The updated pay policy is attached at Appendix 1 to this report.

Constitution Updates

The Constitution was last updated in October 2021.

The Constitution is a key document setting out the governance framework of the Council. From time to time the constitution needs to be updated to reflect changes in legislation, resolutions passed by Council, portfolio changes made by the Leader, and changes made to the Council management structure and delegations.

In relation to the Council's Leader and Executive form of governance the Leader appoints the Executive, and Deputy Leaders are also appointed by the Leader from the Executive. This is to be made more clearly, as part of the constitutional update.

The Monitoring Officer and Section 151 Officer also review and update generally the Constitution to ensure accuracy and continued compliance with legislation.

Subject to Council approval, the changes set out in this report will require updates to the scheme of delegations and other amendments to the Constitution.

Contact Officer: Denise Park, Chief Executive (Head of Paid Service)

Date: 28th February 2022

Background Papers: Constitution Updates