

NEWCASTLE-UNDER-LYME BOROUGH COUNCIL

**EXECUTIVE MANAGEMENT TEAM'S
REPORT TO FULL COUNCIL**

20 November 2019

1. **Report Title** **Appointment of Senior Officers**
- Submitted by:** **Chief Executive**
- Portfolios:** **Corporate and Service Improvement, People & Partnerships**
- Ward(s) affected:** **All**

Purpose of the Report

To ask members to note the appointment of those senior officers set out at paragraph 3. 4 of the report.

Recommendation

That Members note the decision of the Councils Appointments Sub Committee to appoint those officers set out at paragraph 3. 4 of this report and welcomes them to the Council.

Reasons

To advise members of the recent decisions of the Councils Appointment's Sub Committee to make a number of senior appointments.

1. **Background**

- 1.1 Members will be aware that there have been a number of vacancies to the Senior Officer team for some time and the Council has appointed Interim Officers to several key roles in the meantime. An exercise to recruit to these roles on a full time basis has been underway and members of all four political parties have been involved in the recruitment process.
- 1.2 The Council's Appointments Sub-Committee acts as an appointment panel for both Executive Directors and Heads of Service. It has met on a number of occasions recently to interview for several senior roles and this report updates members on the position.

2. **Issues**

- 2.1 Members will be aware that a number of senior roles within the Council are currently being discharged on an interim basis and there is a need to make permanent appointments to these roles.

3. **Proposal**

- 3.1 The Appointments Panel also met on the following occasions and recommended that the following individuals are appointed to the posts set out below:

- 30th September 2019 Head of People & Organisational Development - Georgina Evans

- 4th October 2019 Executive Director – Commercial Development & Economic Growth - Simon McEneny
- 7th October 2019 Head of Planning & Development - Shawn Fleet

3.2 Arrangements are also ongoing to finalise the appointment of the Head of Legal and Governance who will also be the Council’s Monitoring Officer.

3.3 The post of Executive Director – Resources & Support Services who will also act as the Council’s s151 Officer is the last post to be recruited to and the process is ongoing.

3.4 There will shortly be the opportunity for members to meet with the successful candidates at a “meet and greet” session and details will be circulated to all members.

4. **Reasons for Proposed Solution**

4.1 To make a number of senior appointments to the Councils establishment

5. **Options Considered**

5.1 It would have been an option to continue with interim support for a longer period but it is more cost effective and provides greater stability to the organisation to make permanent appointments to vacant senior positions wherever possible.

6. **Legal and Statutory Implications**

6.1 There are no additional legal implications other than those set out in the report.

7. **Equality Impact Assessment**

7.1 No implications.

8. **Financial and Resource Implications**

8.1 Budgetary provision has been made for the appointments.

9. **Major Risks**

9.1 The Council needs to ensure that it has senior officers in place to comply with all necessary legal requirements and to demonstrate good governance.

10. **Sustainability and Climate Change Implications**

10.1 No implications

11. **Key Decision Information**

11.1 This is not a key decision which requires inclusion in the Forward Plan

12. **Earlier Cabinet/ Committee Resolutions**

12.1 None directly relevant to this matter.

13. **List of Appendices**

13.1 Not applicable

14. **Background Papers**

14.1 There are no background papers for consideration/inclusion.