

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>Monday 16 March 2020</b>
<b>SUBJECT:</b>	<b>APPOINTMENT TO</b> <b>Director of Homes and Social Investment</b>
<b>LEAD OFFICER:</b>	<b>Chief Executive</b>
<b>CABINET MEMBER:</b>	<b>Leader, Cllr Tony Newman</b> <b>Cabinet member Cllr Alison Butler</b>
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure.	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post is contained within the existing 2020/21 budget.	

## **1. RECOMMENDATIONS**

- 1.1 Having due regard to the Council's current Pay Policy, agree the salary package for this role, Director of Homes and Social Investment, Place, at a salary of £109,140 per annum Under section 40 of the Localism Act 2011 and the provisions of the council's constitution.
- 1.2 Undertake the selection and the appointment to the post of Director of Homes and Social Investment, Place from the candidate(s) detailed in the Part B appendices to the agenda (to follow) and in accordance with the provisions of part 4 J of the council's constitution (Staff Employment Procedure Rules).
- 1.3 Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

## **2. EXECUTIVE SUMMARY**

- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Homes and Social Investment, Place.

## **3. DETAIL**

- 3.1 The Director of Homes and Social Investment is a key strategic post plays a key role in the Corporate Leadership Team (CLT) in leading and delivering corporate objectives.

As part of the Corporate Leadership Team with a direct report into the Executive Director, Place, to provide inspiring and effective leadership and drive performance at corporate and departmental levels to deliver the Council's strategy and key outcomes.

- 3.2 The post holder will have responsibility for the Home and Social Investment division which includes the services as set out below.

Responsive Repairs and Maintenance.  
Facilities Management  
Health & Safety  
Asset Management & Estates  
Property Maintenance  
Sustainable Energy

### **LOCALISM ACT 2011 AND PAY POLICY**

- 3.3 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments beyond the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.

- 3.4 As set out in the Council's pay policy, directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2020/21 agreed by the Council on 02 March 2020 agreed a fixed pay point for the Director of Homes and Social Investment £109,140.

## **4 FINANCIAL AND RISK CONSIDERATIONS**

### **4.1 Revenue and Capital consequences of report recommendations**

	Current year*	Future Years		
	2020/21	2021/22	2022/23	2023/2024*
	£'000	£'000	£'000	£'000
<b>Revenue Budget available</b>	81.855	109.140	109.140	109.140
<b>Effect of decision</b>	81.855	109.140	109.140	109.140
<b>Overspend / (underspend)</b>	0	0	0	0

\* the assumption for 2020/21 is that the appointment will be made for 9 months of the financial year, this may vary depending on the availability of the successful candidate.

#### **4.2 The effect of the decision**

This is an established post and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The appointment is expected to be effective from July 2020 and the salary costs arising from this decision can be met from the existing 2020/21 budget.

#### **4.3 Risks**

There is a risk of being unable to retain the right calibre of person to this role if the salary is not comparable to the market.

#### **4.4 Options**

The alternative option of not filling the role; and for not making provision to appoint within the parameters of the Council's agreed Pay Policy Statement, is not considered sustainable or viable option as explained in paragraph 4.3 above.

#### **4.5 Future savings/efficiencies**

None identified.

Approved by: Lisa Taylor, Director of Finance, Investment and Risk (S151 Officer)

### **5 LEGAL CONSIDERATIONS**

**5.1** The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.

**5.2** The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her.

Approved by: Sandra Herbert Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy Monitoring Officer.

### **6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT**

**6.1** There are no direct considerations arising from this report.

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**CONTACT OFFICER:**

Sue Moorman, Director of Human Resources

**BACKGROUND DOCUMENTS:**

Job Description