

LONDON BOROUGH OF CROYDON

REPORT:	APPOINTMENTS AND DISCIPLINARY COMMITTEE	
DATE OF DECISION	6 NOVEMBER 2023	
REPORT TITLE:	REVIEW OF TEMPORARY DEPUTY CHIEF OFFICER COVER ARRANGMENT: EXTENSION OF ASSIGNMENT	
CORPORATE DIRECTOR / DIRECTOR:	ELAINE JACKSON INTERIM ASSISTANT CHIEF EXECUTIVE	
LEAD OFFICER:	GILLIAN BEVAN HEAD OF HR, RESOURCES AND ACE DIRECTORATES Email: Gillian.bevan@croydon.gov.uk	
LEAD MEMBER:	CLLR JASON CUMMINGS	
AUTHORITY TO TAKE DECISION:	Appointments of staff are a non-executive function of the Council and the Council's established practice is to report all director appointments to Members for decision.	
KEY DECISION?	No	REASON: N/A
CONTAINS EXEMPT INFORMATION?	No	Public
WARDS AFFECTED:	N/A	

1 SUMMARY OF REPORT

- 1.1 This report concerns the request for an extension of the interim cover arrangement for the Interim Chief Digital Officer and Director of Resident Access as outlined in the body of the report.

2 RECOMMENDATIONS

For the reasons set out in the report Appointments and Disciplinary Committee is recommended:

- 2.1 To agree to extend the current temporary cover arrangement for the Interim Chief Digital Officer and Director of Resident Access for 6 months from 27 November 2023 until 27 May 2024. A workforce review has taken place and a consultation will be launched in the very near future. This will allow permanent recruitment to this role to take place.
- 2.2 Note that if the extension is agreed, the Committee's decision will be subject to the usual notification requirements in paragraph 3.3 of Part 4J (Staff Employment Procedure Rules) in the Constitution.

3 REASONS FOR RECOMMENDATIONS

- 3.1 This report seeks agreement to extend the temporary cover arrangements for the Chief Digital Officer and Director of Resident Access post by a further 6 months.
- 3.2 The council is undertaking a comprehensive set of improvement activities, as detailed in the Croydon Renewal Plan and, to ensure a focus on delivery, there needs to be robust management of the organisation. Cover is in place to ensure continuity and support for all staff teams to ensure the council is able to fulfil the delivery of the Mayor's Business Plan and the Exit Strategy.
- 3.3 As part of the CDS and Resident Access workforce review it is proposed that a new post of Director of Customer Experience and Technology will be created. This post will be evaluated through the council's job evaluation processes prior to being advertised in line with the council's recruitment procedure. Upon the appointment to this post the existing post of Interim Chief Digital Officer and Director of Resident Access will cease.
- 3.4 It is, therefore, necessary for good operational and business efficiency that the cover arrangements are extended in the meantime to provide continuity and ensure progress on key projects is not delayed.

4 BACKGROUND AND DETAILS

- 4.1 The extension of the Interim Chief Digital Officer and Director of Resident Access appointment is pending the ongoing workforce review which is looking at resources across the whole division, which will then involve a restructure. This review has taken some further time whilst we further consider the needs of the organisation and market salary factors relating to IT and Digital sector.
- 4.2 The current interim arrangement is due to expire on 27 November 2023 and it is proposed to extend for a further six months as above. The assignment, which originally

commenced in November 2021 was previously extended, most recently for 6 months to 27 November 2023.

- 4.3** The temporary post holder is currently fully engaged in the planning and delivery of the budget of their services and are providing operational oversight and guidance to their respective services.

5 ALTERNATIVE OPTIONS CONSIDERED

- 5.1** Options considered are as follows:

- The assignment ends and alternative cover is sought: This is not viable as the interim postholder is critical to the service operation and service review. In addition the permanent recruitment process is about to start.

- 5.2** As there is a need for continuity to maintain the service provision, and pending the completion of the service review, the only viable option at present is to further extend the existing assignment.

6 CONSULTATION

- 6.1** The appointment of Chief Officer posts, other than temporary appointments for up to 6 months, is a matter reserved for an Appointments and Disciplinary Committee, unless specifically delegated by them. There has been no prior consultation with the Committee on this further extension of appointment.

7. IMPLICATIONS

7.1 FINANCIAL IMPLICATIONS

- 7.1.1** The salary for post of Chief Digital Officer and Director of Resident Access is Director Grade 3, salary £122,803 - £127,684 (or (£161,230 - £167,690 including oncosts). Including oncosts this extension will cost £99,400. The interim arrangement is meaning the Council is carrying a premium of £31,110.

- 7.1.2** Finance have assessed the impact of the decision and can confirm the cost of the extension recommended in this report can be met within existing budgets.

- 7.1.3** Comments approved by Lesley Shields, Head of Finance for Assistant Chief Executive and Resources on behalf of the Director of Finance. 25/10/23

7.2 LEGAL IMPLICATIONS

- 7.2.1** The Council may generally 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.
- 7.2.2** The function of appointment of a member of staff below deputy chief officer level must be discharged by the Head of Paid Service or by an officer nominated by the Head of Paid Service. Appointment decisions concerning more senior officers can be made by officers or Members subject to statutory requirements and Council rules and established practices.
- 7.2.3** The proposal is to seek approval from the committee to decide whether or not to extend the temporary appointment to the post of Chief Digital Officer and Director of Resident Access for 6 months subject to the usual notification requirements to the Executive Mayor and Cabinet Members.
- 7.2.4** Comments approved by: Sandra Herbert, Head of Litigation and Corporate Law, on behalf of the Director of Legal Services and Monitoring Officer. 26/10/23

7.3 EQUALITIES IMPLICATIONS

- 7.3.1** The post is a senior post within the Council, therefore post holder will be required to promote the Public Sector Equality Duties (PSED) as detailed:
- (i) Eliminate unlawful discrimination, harassment and victimisation
 - (ii) advance equality of opportunity between people who share a protected characteristic and those who don't.
 - (iii) foster or encourage good relations between people who share a protected characteristic and those who don't.
- 7.3.2** Senior members of staff are also responsible for the deliverables of the Equality Strategy 2023 – 2027 within their service area. This includes: ensuring that every strategy, delivery plan and staff appraisal has an equality objective linked to it.
- 7.3.3** The post holder will also need to address the standards of the Chief Executive for London Council's Tackling Racial Injustice programme. This includes ensuring that both equality and race have measurable actions on personal development plans for the post holder.
- 7.3.3** The post holder will be requested to share equality monitoring data when in post.
- 7.3.4** Comments approved by: Denise McCausland, Equalities Programme Manager 24/10/23

7.4 HUMAN RESOURCES IMPLICATIONS

- 7.4.1** There are no additional human resources impacts beyond those described in the body of the report.
- 7.4.2** Comments approved by Gillian Bevan, Head of HR Resources and Assistant Chief Executives directorates on behalf of the Chief People Officer 25/10/23