



Report of:	Meeting	Date
Councillor Henderson, Leader of the Council and the Chief Executive	Council	14 November 2019

Appointment of three Corporate Directors as part of a revised Senior Management Structure
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1. Purpose of report

- 1.1** Following interviews held on 4 November 2019 by the Senior Officers Appointments Committee to recommend to Full Council the appointment of three new Corporate Directors.

2. Outcomes

- 2.1** An effective consolidated senior management structure ensuring delivery of the Council's Business Plan.
- 2.2** High performing services with good customer satisfaction levels.
- 2.3** Effective leadership and management of Council services.

3. Recommendation

- 3.1** That Members agree to the following appointments:

Mark Billington - Corporate Director Environment (Street Scene Services, Engineering Services, Environmental Health & Community Safety and Built Environment).

Marianne Hesketh - Corporate Director Communities (Housing, Community Services, Planning and ICT Services).

Clare James - Corporate Director Resources (Financial Services, Governance Services, Contact Centre and Business Support).

Appointments will be effective from 1 December 2019.

4. Background

- 4.1** On 3 October 2019, under the existing post of Chief Executive, Council approved a proposed new senior management structure with effect from 1 December 2019 to include three Corporate Directors.
- 4.2** It was also agreed that remuneration package of the three new Corporate Directors posts would be £62,000 – 72,000 (£62,000/67,000/72,000) and that the three existing Service Directors and Head of Finance/Section 151 Officer be ring-fenced for a role as a Corporate Director and be interviewed by the Senior Officers Appointments Committee with the Chief Executive attending the interviews in advisory capacity.

5. Key issues and proposals

- 5.1** On 4 November 2019 the Senior Officers Appointments Committee interviewed 4 internal candidates and following a rigorous selection process the panel unanimously agreed that a recommendation should be put to full Council that Mark Billington, Marianne Hesketh and Clare James be appointed as Corporate Directors.
- 5.2** Members will be aware that in the report approved on 3 October 2019 if the unsuccessful applicant was a current Service Director that person would be offered a role as a of Head of Service and salary protection would apply for 18 months in accordance with our adopted Policy. Mark Broadhurst has been offered and accepted the role of Head of Housing Services.

Financial and legal implications	
Finance	Once the 18 month salary protection comes to an end there will be a saving and the exact amount will be declared as part of the 2021/22 budget.
Legal	Changes to the senior management structure will require amendments to be made to the Council's Constitution which will be the subject of a further report.

Other risks/implications: checklist

If there are significant implications arising from this report on any issues marked with a ✓ below, the report author will have consulted with the appropriate specialist officers on those implications and addressed them in the body of the report. There are no significant implications arising directly from this report, for those issues marked with a x.

risks/implications	✓ / x
community safety	x
equality and diversity	✓
sustainability	x
health and safety	x

risks/implications	✓ / x
asset management	x
climate change	x
ICT	x
data protection	x

Processing Personal Data

In addition to considering data protection along with the other risks/ implications, the report author will need to decide if a 'privacy impact assessment (PIA)' is also required. If the decision(s) recommended in this report will result in the collection and processing of personal data for the first time (i.e. purchase of a new system, a new working arrangement with a third party) a PIA will need to have been completed and signed off by Data Protection Officer before the decision is taken in compliance with the Data Protection Act 2018.

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List of background papers:		
name of document	date	where available for inspection
None	-	-

List of appendices

None

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