

DECISION-MAKER:	CHIEF OFFICER EMPLOYMENT PANEL		
SUBJECT:	APPOINTMENT OF INTERIM SERVICE DIRECTOR GROWTH		
DATE OF DECISION:	19 th JULY 2018		
REPORT OF:	SERVICE DIRECTOR HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT		
<u>CONTACT DETAILS</u>			
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STATEMENT OF CONFIDENTIALITY			
Appendix 2 of the report is not for publication by virtue of Categories 1, 2 and 3 (Personal Information) of paragraph 10.4 of the Council's Access to Information Procedure Rules as contained in the Council's Constitution. It is not considered to be in the public interest to disclose this information as the report contains confidential and personal information relating to specific individuals.			
BRIEF SUMMARY			
<p>The internal appointment of Interim Deputy Chief Executive has resulted in a temporary vacancy for the position of Service Director Growth to cover the period until permanent appointments are made to the roles of Chief Executive and Head of Paid Service and Deputy Chief Executive. There are legal requirements which must be observed when appointing a Chief Officer and this falls to the Chief Officer Employment Panel to appoint.</p> <p>An internal ring fence has been established for this role to provide a short term development opportunity for a suitably qualified and experienced manager.</p>			
RECOMMENDATIONS:			
	(i)	To appoint to the role of Interim Service Director Growth from the list of internal candidates presenting at interview by the Chief Officer Employment Panel.	
REASONS FOR REPORT RECOMMENDATIONS			
1.	The Service Director Growth position became vacant on 20 th June 2018 following the appointment of Mike Harris to the Interim Deputy Chief Executive position. This leaves a vacant position at the most senior management level and the need for support to the Interim Deputy Chief Executive in delivery of the Council's major priorities and projects and overall management of the organisation and Council Management Team.		
2.	The interim arrangements will fulfil the council's responsibilities for a period up to the point at which permanent appointments are made to the posts of Chief Executive and Deputy Chief Executive and the appointed people are able to take up the posts.		

3.	The permanent appointments will ensure the required leadership stability and legal requirements going forward.
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ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

4.	To continue the current position of a Service Director vacancy but this will leave a significant capacity gap in the organisation at Council Management Team level.
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DETAIL (Including consultation carried out)

5.	An Interim Service Director Growth will be secured from an internal ring fence of managers with suitable candidates brought forward for interview.
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6.	Following final interview should COEP members not wish to appoint the position will be reviewed.
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RESOURCE IMPLICATIONS

Capital/Revenue

7.	The costs will be met within existing budgets.
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Property/Other

8.	None
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LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

9.	Local Government Act 2000 and the Local Government (Standing Orders) (England) Regulations 2001 (as amended)
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Other Legal Implications:

10.	None
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RISK MANAGEMENT IMPLICATIONS

11.	Not filling the post leaves a gap at senior management level in critical business areas.
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POLICY FRAMEWORK IMPLICATIONS

12.	None
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KEY DECISION?

No

WARDS/COMMUNITIES AFFECTED:

None

SUPPORTING DOCUMENTATION

Appendices

1.	Job Description – Interim Service Director Growth
2.	Written expressions of interest for the permanent role (CVs and supporting statements) EXEMPT

Documents In Members' Rooms

1.	None
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Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.		No
Data Protection Impact Assessment		
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?		No
Other Background Documents Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	None	