

Barrow Borough Council

14 September 2022

LGR – update and Appointment of Interim Head of Paid Service

Report from: Chief Executive

Report Author: Debbie Storr

Wards: (All Wards);

1.0 Summary and Conclusions

1.1 To receive an update on resource requirements of the senior management team as we head towards vesting day for the new Westmorland and Furness Council and to seek confirmation of appointment of an interim Head of Paid Service for the period to 31 March 2023.

2.0 Recommendation

2.1 It is recommended that Council:-

- (1) Receive the update;
- (2) Agree the appointment of Interim Head of Paid Service as detailed within the report on a temporary basis, with immediate effect, for a period to 31 March 2023; and
- (3) That the Constitution be amended to include delegations to the Interim Head of Paid Service and updates to the Proper Officer appointments as detailed within the report.

3.0 Background and Proposals

- 3.1 As Members will be aware, the Chief Executive has been appointed as Chief Executive to the new Westmorland and Furness Council, and is currently acting in that role on an interim basis.
- 3.2 Council has recently been advised of the impact of local government reorganisation on existing roles within this Council and the capacity issues that are continuing to exist as we continue to deliver business as usual as well as looking at service design of the new Council.
- 3.3 External support has been sought and continues to be sought where appropriate to ensure that the Council continues to deliver for its residents and to enable a seamless transition to the new council.

- 3.4 The Chief Executive is currently also the Head of Paid Service and the proposal is for that function to transfer as detailed in this report whilst the Council transitions to the new Westmorland and Furness Council.
- 3.5 This report asks Council to approve the appointment of Interim Head of Paid Service to support the Chief Executive and senior management team between now and the end of March 2023.
- 3.6 The recommendation is following a process where potential candidates were sourced from a specialised agency, those with relevant experience were shortlisted by senior officers; the Chief Officer Appointment Panel is interviewing on 6 September which is the date of despatch of this agenda and the outcome will be notified to members ahead of the meeting with the name of the candidate being recommended.
- 3.7 Members are also asked to confirm delegations to the Chief Executive cover the Interim Head of Paid Service as well so that the Interim is able to exercise the same functions as the current Chief Executive as set out in Appendix 1 to the report. Some revisions are also proposed to the Proper Officer appointments as shown.

4.0 Consultation

- 4.1 Not applicable

5.0 Alternative Options

- 5.1 The alternative option is not to appoint, but additional resources are required to ensure that the Council can ensure business as usual and enable a seamless transfer to a new Council.

6.0 Contribution to Council Plan Priorities

- 6.1 The appointment is intended to support delivery of all the Council Plan priorities and objectives.

7.0 Implications

7.1 Financial, Resources and Procurement

- 7.1.1 The budget for this role comes from the Council's local reserve set aside for Local Government Reorganisation; this is distinct from the Cumbria-wide LGR Reserve. The procurement used a specialised agency to source candidates which were compared and interviewed. The interim post is part time and is paid on days worked; the budget requirement is estimated to be £90k.

7.2 Legal

7.2.1 Section 4 of the Local Government and Housing Act 1989 provides that it shall be the duty of every relevant authority to designate one of their officers as the Head of Paid Service.

7.2.2 The appointment is required to be made by Council.

7.3 Local Government Reorganisation

7.3.1 This appointment is to support the LGR process and ensure the continued and effective operation of Barrow Borough Council's services and participation in the transition to Westmorland and Furness Council.

7.4 Equality and Diversity

7.4.1 Have you completed an Equality Impact Analysis? *No – no issues to raise for this report*

Risk

Risk	Consequence	Controls required
Lack of Capacity to deliver and ensure smooth transition to new Council	Reputational, failure to deliver	Ensure capacity is there to support the transition to the new authority and maintain effective controls.
Risk	Consequence	Controls required

Contact Officers

sjplum@barrowbc.gov.uk

Appendices Attached to this Report

Appendix 1 - Revised Delegation Scheme

Background Documents Available

None