

**IMPLEMENTATION EXECUTIVE
27 AUGUST 2008**

STAFFING AND RECRUITMENT

Background

1. This report :-
 - 1.1 Updates the Implementation Executive on the appointments made to the post of Corporate and Service Director in the new Council.
 - 1.2 Identifies the work currently being undertaken to develop and populate structures below Corporate and Service Director level.

Corporate and Service Directors

2. In accordance with the principles for appointment, agreed by the Implementation Executive all Corporate Directors and most Service Director posts have now been filled. There are two posts (Chief Financial Officer and Director of Human Resources) vacant. Both are in the process of being recruited externally. There is also a vacancy which has arisen for Service Director (Strategy and Commissioning) in the Department for Community Services. This too is in the process of being recruited externally.
3. The list of appointments made is attached.
4. The effective date of appointment is currently the 1st April, 2009. However, in respect of the Corporate Director (Mark Boden) and those Service Directors (Mandy Bradley, Graham Hogg, Brad Fleet, Mark Smith) recruited from District Councils, the date from which the appointment takes effect remains open to determination. They are spending, and will need to continue to spend, large elements of time over the next six months or so in preparing for their new role.

Development and Population of Structures

5. Service Directors are responsible for developing the structures within their service area. This is due to be completed by mid September. To assist them Service Directors have been issued with written guidelines agreed by the Joint Implementation Team (JIT) and are to have a briefing on this in the near future. Proposed structures will be vetted to ensure that they meet those guidelines.
6. Posts within structures will be filled by the application of an appointments procedure. This is currently being negotiated with the Trade Unions. Given the complexities of employment law in this area the advice of Leading Counsel is also being sought before final joint agreement is reached.
7. It is anticipated that :-
 - 7.1 The application of the appointments procedure to posts in the new structure will begin as soon as structures have been approved in mid September.

- 7.2 Appointments will be made as quickly as is possible and in accordance with the procedure. This will enable staff to be informed of their position as at 1st April, 2009 as soon as possible. However, this process is likely to take several months.
8. In any event, some structures will not be reviewed and revised until some time after vesting day. Many staff will remain doing exactly the same job in exactly the same place beyond April 2009.

New Appointments

9. A few months ago the JIT agreed that in the interests of long term harmonisation, there would come a point at which appointments to permanent vacancies should not be made to the employment of the District Council but to the County Council.
10. It is proposed that this apply from 1st October, i.e. about the same time as the appointments procedure in respect of existing staff begins to be applied.
11. The process would be that the vacancy be:-
- 11.1 Recruited and managed by the appropriate service manager with whatever authority.
 - 11.2 Appointed and contractually subject to the County Council pay, terms and other conditions.

Conclusion

12. The Implementation Executive is asked to note this report.

RICHARD WOODROOFE
Assistant Director, LGR Staffing

Enc

Corporate and Service Directors

Carlton Brand – Corporate Director Resources

- Service Director Shared Services Team & Customer Care – Jacqui White
- Service Director Legal & Democratic Services (Monitoring Officer & Proper Officer) – Ian Gibbons
- Service Director Performance & Risk – Sharon Britton
- Service Director Business Transformation (Lean/Systems Thinking) – Deborah Farrow
- Service Director Procurement & ICT – Tim Gregory
- Service Director Chief Financial Officer – external advert – autumn appointment
- Service Director Human Resources & Organisational Development – external advert – autumn appointment

Carolyn Godfrey – Corporate Director for Children & Education

- Service Director Schools – Stephanie Denavon
- Service Director Children & Families – Jimmy Doyle
- Service Director Resources, Improvements & Young People – Richard Parker

Sue Redmond – Corporate Director Community Services

- Service Director Community Leadership & Support – Niki Lewis
- Service Director Operations – Sian Walker
- Service Director Community Safety – Lynn Gaskin
- Service Director Libraries, Heritage & the Arts – Pauline Palmer
- Service Director Resources – Keith Hillman
- Service Director Adult Care: Strategy & Commissioning – external advert – autumn appointment

George Batten – Corporate Director Transport, Environment & Leisure

- Service Director Sustainable Transport – Alan Feist
- Service Director Operations – Tracy Carter
- Service Director Amenities & Leisure – Mark Smith
- Service Director Major Projects – Parvis Khansari

Mark Boden – Corporate Director Economic Development, Planning & Housing

- Service Director Economy and Enterprise – Alistair Cunningham
- Service Director Development – Brad Fleet
- Service Director Regulatory Services – Mandy Bradley
- Service Director Housing – Graham Hogg

Keith Robinson – Chief Executive

- Service Director Policy, Research & Communications – Laurie Bell
- Joint Director of Public Health – Maggie Rae