



Report of the Chief Executive

Council - 4 May 2023

Options for the Appointment for the Post of Director of Corporate Services

Purpose:	To confirm the options for the role of the Director of Corporate Service.
Policy Framework:	Constitution - Recruitment & Selection procedure for Chief Officers as set out in the JNC Officer Appointment Procedure Rules.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) Council notes the options set out in the report and agrees that option 2 is progressed and the post is recruited to in line with the JNC officer appointment Procedure Rules
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1. Introduction

- 1.1 The role of Director of Corporate Services was previously advertised with shortlisted candidates attending an assessment centre on the 14th October 2022. At a meeting of Extraordinary Council on the 18th October 2022 Council was advised that following the assessment centre and subsequent Appointment Committee that there were no suitable applicants to be presented for interview. Council accepted this recommendation and requested the Chief Executive provide a further report in due course outlining the options for the role and this is set out below.

2. Options

2.1 Option 1: - Re-advertise the role on a permanent Full-time basis

The previous process attracted 19 applications and an ability to create a strong shortlist for assessment centre. Unfortunately this process failed to identify a candidate who met the threshold for the role and as such the Appointments Committee agreed not to progress to the next stage.

The option exists to re-advertise the role on the same basis since several months have passed since the last recruitment process to retest the market. In addition the Council could consider the use of an enhanced recruitment process utilising a recruitment consultant to seek a wider pool of candidates.

This is a credible option although as with all options there is no guarantee of success.

Attention is drawn to the fact that as part of the budget process for 23/24 a reduction in the Directorate budget provision has been made to reflect the fact that for the last 9 months the role has been fulfilled via an agency appointment on a part-time basis. If the role was advertised on a full-time basis a budget deficit would therefore exist.

2.2 Option 2: - Advertise the Role on a Permanent Part-time basis

Councils' attention is drawn to the fact that over the last 9 months the role has been fulfilled on a "part-time" basis at 3 days per week. It is the view of the Chief Executive that this has been effective in terms of the role required and this does take into account a backlog of corporate activity which at times has resulted in some peaks of workload. However this could be smoothed out by looking at such an appointment on an "annualised hours" basis which might better fit the needs of the service.

As referred to in option 1 the current budget provision reflects the role as being delivered on a part time basis so if council were to proceed with this option it would not impact on the published 23/24 budget.

It is understood that the Council has not previously advertised a chief officer role on a part-time basis so it is not clear if this would attract sufficient interest but it should be regarded as a credible option.

2.3 Option 3: - Not fill the role and amend the structure to redistribute duties across Remaining Senior Management Structure

Discussion with the wider Corporate Management Team has identified concerns in relation to the wider capacity at senior level to continue to deliver on the range of corporate priorities, transformation strategy and wider governance framework. Whilst some of this pressure will ease with the completion of the Oracle Fusion project it is felt essential by the Chief Executive that an element of corporate resource currently being delivered by

the Interim Director of Corporate Services will still be required for the foreseeable future.

Attention should be drawn to the opportunity that a deleted post would bring in terms of budget savings allowing an additional saving of circa £75,000 to be attained if the post were fully removed from the structure.

On balance the Chief Executive believes that the deletion of the role of Director of Corporate Services and the redistribution of these duties would be an unacceptable risk to the Council at this time and as such cannot be recommended.

2.4 Option 4: - Extend the Current agency appointment for a further period of up to 12 months

As referenced in option 2 above the current arrangements have worked well so the option of continuing with this arrangement for a further period would have positive benefits while keeping future option “open”.

However, current legislation dictates that the maximum period for an agency appointment is 12 months and this will be attained come July 2023. As such this cannot be a recommended option but that might need to be revisited if the decision to recruit fails to yield any appointable candidates.

2.5 Option 5: - Explore a “shared” role with another local Authority

If Council determined that an appointment could be made on a permanent part time basis as per option 2 then further consideration could be given to exploring the option of a “shared” role with another local authority.

In reality for a role such as this it is firstly felt highly unlikely that another Council would be interested in such an arrangement and secondly it may not work well for Swansea itself in terms of having “first call” on priorities. The Chief executive has explored such an arrangement with counterparts in the region who are not in a position to consider such an option at this time.

2.6 Summary and Recommendation

It is believed that option 1 and option 2 are credible options as outlined above. After considering these options in detail it is the recommendation of the Chief Executive that the Council progresses with Option 2 and seeks to advertise the role on a permanent part-time basis. In the event that this is not successful a further report will be brought back to Council.

3.0 Integrated Assessment Implications

- 3.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the Socio-Economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not;
- Deliver better outcomes for those people who experience socio-economic disadvantage;
- Consider opportunities for people to use the Welsh language;
- Treat the Welsh language no less than English;
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs

3.2 The Well-being of Future Generations (Wales) Act 2005 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.

3.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also considers other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

3.4 The recruitment process followed within the Council ensures that we have paid due regard to the above.

3.5 An IIA screening has been undertaken (Appendix 2). The IIA demonstrates that a full IIA is not required. The credible options presented within this report will have a positive impact. This role is key to the delivery of Council strategies and Corporate Plan and developing co-partnership arrangements with key external bodies.

4. Financial Implications

4.1 If the decision was to progress with option 1 and a full-time appointment then additional budget provision would have to be identified.

Option 2 already provides for the cost of the post on a part-time basis so if this option is progressed there would be no implications on the revenue budget.

If the role was to be deleted in line with option 3 then a further revenue saving could be identified but this would be subject to any residual impact on the remaining management team.

5.0 Legal Implications

- 5.1 The Council's Appointment Procedure Rules provide that where the Authority is proposing to appoint a Chief Officer with remuneration exceeding £100k per annum it must be advertised externally. Chief Officer will include any member of the Corporate Management Team and will therefore include the Director of Resources.
- 5.2 The Authority does not need to advertise if the appointment is for a period of no longer than 12 months.
- 5.3 Any reference to the appointment of a Chief Officer includes a reference to the engagement of such officer under a contract of employment.

Background Papers: None

Appendices:

Appendix 1

Appendix 2

JNC Appointment Procedures

IIA