

Bolsover District Council

Meeting of Extraordinary Council on 6th April 2022

Senior Management Review

Report of the Leader of the Council

Classification	This report is Public
Report By	Sara Gordon, HR & OD Manager
Contact Officer	Grant Galloway, Executive Director

PURPOSE/SUMMARY OF REPORT

To seek approval from Council to appoint Mr Jim Fieldsend to the post of Assistant Director Governance and Monitoring Officer

REPORT DETAILS

1. Background & Details of Proposal

- 1.1 At the meeting on 3rd November 2021, Council considered the background to the Strategic Alliance and the Strategic Alliance Senior Management Team. The report set out the proposals for the revised Senior Management Team structure at Bolsover District Council.
- 1.2 Council recognised the changing needs of the organisation and that the structure was no longer fit for purpose and had in fact incrementally moved closer to a 'single authority only' senior management team in recent years.
- 1.3 It is recognised that all organisations, including the Council, require a robust structure in order to be effective, to achieve its ambitions and to deliver its objectives.
- 1.4 BDC Full Council approved the disestablishment of the Joint Assistant Director – Governance and Monitoring Officer and established a BDC only version of the post. The post was offered to the existing Joint Assistant Director of Governance and Monitoring Officer. The postholder accepted an equivalent post at NE Derbyshire District Council which resulted in a vacancy at Bolsover District Council.
- 1.5 The post of Assistant Director - Governance and Monitoring Officer was advertised externally and recruitment was undertaken in line with the Council's policies and procedures.

1.6 The shortlisted candidates undertook a first stage interview with the Senior Management Team on Tuesday 22nd March 2022. An Employment and Appeals Committee comprising Leader, Deputy Leader, Cabinet Member and a Member of the Opposition Group was called in accordance with the Constitution to undertake the Chief Officer interviews. The Employment & Appeals Committee conducted interviews on Thursday 24th March 2022 and the minutes from the Committee are included at Appendix One.

1.7 The Committee recommended that Mr Jim Fieldsend be appointment to the post of Assistant Director Governance and Monitoring Officer.

2. Details of Proposal or Information

2.1 As detailed above in Section One

3. Reasons for Recommendation

3.1 The Council has a statutory duty to have a designated Monitoring Officer in place at the Council.

4 Alternative Options and Reasons for Rejection

4.1 Consideration of alternative structures at senior management level have been undertaken, but rejected as either not fit for purpose or not as beneficial.

4.2 The Council has a statutory duty to have a designated Monitoring Officer in place at the Council. Recruitment and selection has been undertaken in line with Council policies and procedures.

RECOMMENDATION(S)

1. That Council approve:

1.1 That Mr Jim Fieldsend be appointed as Assistant Director Governance and Monitoring Officer (statutory role)

Approved by Deputy Leader of the Council

IMPLICATIONS;

Finance and Risk: Yes No

Details:

There are no additional costs to the Council arising from this report. The full cost of this statutory post has already been included in the MTFP approved in February 2022.

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details:

The Council is required to keep its management structure under review so that it has the resource to deal with Council priorities and the delivery of Council services.

Following recommendation by the Employment & Appeals Committee only Council have the authority to appoint the recommended candidate to be the Monitoring Officer.

In so far as there are legal issues these will be dealt with by following the Council's Policy and Procedure for Organisational Review.

On behalf of the Solicitor to the Council

Staffing: Yes No

Details:

The Council's Policy and Procedure for Organisational Review will be followed.

Consultation will take place in line with Policy

On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	No

District Wards Significantly Affected	(please state which wards or state All if all wards are affected)
Consultation: Leader / Deputy Leader <input checked="" type="checkbox"/> Executive <input type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy and Environment.

DOCUMENT INFORMATION

Appendix No	Title
1	Minutes from Employment and Appeals (Bolsover)

Background Papers

(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).