



Name of meeting: Personnel Committee

Date: 14 October 2023

Title of report: Update on Senior Management Arrangements

Purpose of report: To update Personnel Committee on pending changes to the senior management arrangements and to seek approval to convene a recruitment panel.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	Not Applicable
Key Decision - Is it in the <u>Council's Forward Plan (key decisions and private reports)?</u>	No
The Decision - Is it eligible for call in by Scrutiny?	No
Date signed off by <u>Strategic Director</u> & name Is it also signed off by the Service Director for Finance? Is it also signed off by the Service Director for Legal Governance and Commissioning?	Jacqui Gedman - Eamonn Croston Julie Muscroft
Cabinet member portfolio	Cllr Shabir Pandor, Leader of the Council

Electoral wards affected: N/A

Ward councillors consulted: no

Public or private: public

Has GDPR been considered? yes

1. Purpose of the Report

- 1.1 To receive an update from the Chief Executive on pending changes to senior management arrangements
- 1.2 To note the appointment of Service Director – Family Support and Child Protection
- 1.3 To seek agreement to commence recruitment to Service Director for Finance (Section 151 Officer)
- 1.4 To seek agreement to convene a member appointment panel to recruit to the above role
- 1.5 This report builds on the reports to Personnel Committee of 3 March 2021, 5th March 2020, 4th November 2019, 29th October 2018, 30th July 2018, 25th April 2018, 13th February 2018, 18th December 2017, 19th September 2017 and 25th January 2017.

2. Service Director Appointment

- Recruitment to Service Director – Family Support and Child Protection commenced in July with assessment processes taking place over summer.
- The final elected member panel was held on 13 September and a successful appointment was made. It is expected the new postholder will commence in the new year.
- Personnel committee are asked to note the strong calibre and volume of applicants for such a critical role.

3. Service Director Retirement

- The Service Director – Finance has indicated their intention to retire in Summer 2023.
- This is a critical statutory role in the organisation. It is important that we advertise it at the earliest opportunity to allow contingency for readvertisement.
- It is also important that we test the external market to ensure that we are getting the best candidate for Kirklees.
- Personnel Committee are asked to agree to commence recruitment in Autumn 2022 to allow contingency and sufficient handover period.
- **Other (eg Integrated Impact Assessment (IIA)/Legal/Financial or Human Resources) Consultees and their opinions**

Recruitment to this role is within the existing structure and budget

4. Officer recommendations and reasons

It is recommended that this committee agrees to:

- Note the successful recruitment to the Service Director, Family Support and Child Protection role
- Agree to commence recruitment to the above role

- Convene member appointment panel to recruit to the above role

5. Contact officer

Jacqui Gedman – Chief Executive

Shauna Coyle – Head of People

6. Service Director responsible

Jacqui Gedman – Chief Executive