

**REPORT TITLE: Re-Introduction of Post of Deputy Chief Executive**

<b>Meeting:</b>	<b>Personnel Committee</b>
<b>Date:</b>	<b>2 July 2024</b>
<b>Cabinet Member (if applicable)</b>	<b>Cllr Cathy Scott</b>
<b>Key Decision Eligible for Call In</b>	<b>No No</b>
<b>Purpose of Report</b> To seek agreement of Personnel Committee to the re-introduction of the role of Deputy Chief Executive	
<b>Recommendations</b> <ul style="list-style-type: none"> <li>Re-introduce the role of Deputy Chief Executive</li> </ul> <b>Reasons for Recommendations</b> <ul style="list-style-type: none"> <li>To support pace of decision making through consistency and clarity of officer leadership arrangements in support of the Chief Executive</li> </ul>	
<b>Resource Implications:</b>  Not applicable.	
<b>Date signed off by <u>Strategic Director</u> &amp; name</b>  <b>Is it also signed off by the Service Director for Finance?</b>  <b>Is it also signed off by the Service Director for Legal Governance and Commissioning?</b>	<b>Steve Mawson 24/6/24</b>  <b>Kevin Mulvaney 18/6/24</b>  <b>Samantha Lawton 21/6/24</b>

**Electoral wards affected:**

**Ward councillors consulted:**

**Public or private:**

**Has GDPR been considered?** No GDPR implications from this report

**1. Executive Summary**

The Council's senior managerial leadership is provided by the Chief Executive and the Executive Leadership Team comprising the Council's Strategic Directors.

Currently, in the extended absence of the Chief Executive the Strategic Directors act as Chief Executive in rotation, exercising the formal authority of the Chief Executive if this is necessary.

This report seeks to change that and gain agreement from Personnel Committee to re-introduce the role of Deputy Chief Executive to support effective and efficient leadership of the Council and to support succession planning at a senior level.

## **2. Information required to take a decision**

The Council's senior managerial leadership is provided by the Chief Executive and the Executive Leadership Team comprising the Council's Executive Directors.

In the extended absence of the Chief Executive (for example, during annual leave) the Deputy Chief Executive will act as Chief Executive, exercising the formal authority of the Chief Executive if this is necessary. This approach has the advantage of absolute clarity regarding who is covering. Previously, during short absences of the Chief Executive from the Council (e.g. regular meetings in London) there are no formal delegation arrangements in place. On occasions when neither the Chief Executive or Deputy Chief are available a delegation to a Strategic Director will be put in place.

In a period of significant change, it is increasingly important to have very clear deputising arrangements.

In January 2016, Personnel Committee agreed to the creation of a Deputy Chief Executive role, a role carried out by the previous Chief Executive prior to their appointment to Chief Executive. The role has not been in place since April 2017 when the council reverted to the above arrangements on appointment of the previous Chief Executive.

The current arrangements do not sufficiently support succession planning at a senior level. In a buoyant market, there is a risk that the Council could lose Strategic Directors who aspire to be a Chief Executive if they do not have a way to gain directly relevant experience in the role. Introducing a role of Deputy Chief Executive is one way that that relevant experience can be offered. It is not, however, the only route to such experience. Not having a formalised Deputy Chief Executive role is unusual amongst comparable Local Authorities.

It is recognised that there is some risk in creating a Deputy role in terms of potentially demotivating Directors who do not achieve a deputy role but may aspire to do so. There is also the potential for concerns from staff and trade unions about creating new senior posts during a time of significant financial challenge if any changes lead to an additional cost.

The key purpose of the designation of Deputy Chief Executive would be to bring consistency and clarity to officer leadership arrangements in support of the Chief Executive. The components of the role are set out below:

- To exercise the Chief Executive's delegation on urgent decision making in their absence;
- To represent the Council at regional and sub-regional meetings, particularly those also involving the Leader of the Council, in the Chief Executive's absence;
- To provide a clear point of reference for Councillors in the absence of the Chief Executive;

- To lead on specific items of business as delegated by the Chief Executive from time to time.

This report seeks to create the additional role, but it should also be clear that this is not a standalone role and will be assigned by the Chief Executive to the Strategic Director for Corporate Strategy and Public Health (to be retitled Deputy Chief Executive and Executive Director for Public Health and Corporate Resources).

Personnel Committee are asked to approve re-introducing a role of Deputy Chief Executive in Kirklees.

In reviewing the Chief Executive/Deputy Chief Executive arrangements alongside those of other LAs, it became apparent that Kirklees position on remuneration for Electoral Registration Officer and (Acting) (Local) Returning Officer is inconsistent with others, Personnel Committee are asked to note that work will be undertaken over summer to review the arrangements with a further report anticipated being presented to Personnel Committee in due course.

### **3. Implications for the Council**

#### **3.1 Council Plan**

The recommendations within this report support effective and efficient leadership of the council in a time of uncertainty and change which will support focus on the delivery of the Council Plan.

#### **3.2 Financial Implications**

There are no financial implications to the recommendations as this additionality is not subject to additional pay.

#### **3.3 Legal Implications**

The Council has the legal powers required to implement the proposed changes

#### **3.4 Other (eg Risk, Integrated Impact Assessment or Human Resources)**

There are no HR implications other than already set out within the report

### **4. Consultation**

In developing the recommendations, consultation has taken place with members of the Executive Leadership Team, and they are supportive of the recommendations.

### **5. Engagement**

N/A

### **6. Options**

Surrounding councils all have different approaches to deputising arrangements for their Chief Executives. Consideration has been given to these different models in, with the recommended option being deemed most suited to Kirklees Council at this point in time.

#### **6.1 Options considered**

- a) Continue with current arrangement accepting risks related to pace of decision making and succession planning
- b) Re-introduce the Deputy Chief Executive role as additional responsibilities with no additional remuneration

## 6.2 **Reasons for recommended option**

It is recommended that this committee agrees to:

Agree to the re-introduction of the Deputy Chief Executive role and its application to Strategic Director for Corporate Strategy and Public Health (to be retitled Deputy Chief Executive and Executive Director for Public Health and Corporate Strategy).

## 7. **Next steps and timelines**

If Personnel Committee are in agreement with the recommendations, the revised approach will take immediate effect.

## 8. **Contact officer**

Steve Mawson, Chief Executive

## 9. **Background Papers and History of Decisions**

Personnel Committee 19 January 2016 agreed creation of Deputy Chief Executive role.

## 10. **Service Director responsible**

Steve Mawson  
Chief Executive