

COUNCIL - 19 MAY 2015

APPOINTMENT OF CHIEF OFFICER (FINANCE, CUSTOMER SERVICES AND COMPLIANCE)

REPORT OF CHIEF EXECUTIVE

WARDS AFFECTED: ALL WARDS



Hinckley & Bosworth
Borough Council

A Borough to be proud of

1. PURPOSE OF REPORT

- 1.1 This report is being presented to Annual Council, to avoid further unnecessary delay in confirming the employment position of a Council employee.
- 1.2 To seek confirmation from Council of the appointment of Katherine Plummer to the post of Chief Officer (Finance, Customer Services and Compliance) on a permanent basis, with immediate effect.

2. RECOMMENDATION

- 2.1 That Council agrees that the appointment to Katherine Plummer to the post of Chief Officer (Finance, Customer Services and Compliance) be confirmed as permanent, with immediate effect, following a successful trial period since 12 January 2015.

3. BACKGROUND TO THE REPORT

- 3.1 On 16 December 2014, Council considered a report on a proposed restructure of the operational management within Corporate Services following the departure from Council of the Chief Officer (Corporate Governance and Customer Engagement) who was also the Council's Monitoring Officer. The purpose of the restructure was to better align service responsibilities and to reduce overall costs in Corporate Direction by between £50,000 and £60,000 per annum.
- 3.2 Council approved the restructure and delegated the final details, along with the Job Description and grading, to the Chief Executive and Deputy Chief Executive (Corporate Direction).
- 3.3 The appointment was made on a trial basis for three months, with final approval to be given by Members, following a review of the trial period by the Chief Executive and Deputy Chief Executive (Corporate Direction). The appointment of Katherine Plummer was made in January 2015, effective from 12 January 2015. The trial period has been completed and a review undertaken by means of a further interview; the panel for this was the Chief Executive, Deputy Chief Executive (Corporate Direction) and the Assistant Human Resources Adviser.

3.4 The review interview covered the following competencies:

- * Working in partnership with other Council services
- * Changes in management style/approach
- * Effective working with COB (Corporate Operations Board)
- * Effective working with elected Members
- * Effective and timely closure of Accounts
- * Effective contribution to/preparation of reports
- * Relationship with SLB (Strategic Leadership Board)

In addition, the panel explored areas for further change/development and ambitions over the next three years - both corporate and personal.

3.5 The panel was very satisfied with the responses given and their own experience of Katherine Plummer's practical contribution and approach over the trial period (nearly four months in effect) in each of the areas under examination.

3.6 As a result, the panel has no hesitation in recommending to Council that the appointment be confirmed as permanent with immediate effect.

4. **FINANCIAL IMPLICATIONS [SK]**

4.1 The financial implications of the Corporate Direction restructure are set out below. The actual net savings at £64,000 exceed the estimated amount of between £50,000 and £60,000 stated in the report to Council on 16 December 2014,

The savings arise from the deletion of the previous post of Chief Officer (Corporate Governance and Customer Engagement) and internally appointing Katherine Plummer to the new post of Chief Officer (Finance, Customer Services and Compliance) at a lower grade and by internally promoting the Group Accountant to the role of Accountancy Manager (which is two grades lower than the deleted Head of Finance post previously occupied by the Head of Finance), so as to ensure leadership of the finance team following the restructure.

Corporate Direction Restructure	Previous post			New post			Savings £
	Gross Pay £	On-Cost £	Total £	Gross Pay £	On-Cost £	Total £	
	Chief Officer (Corporate Governance and Customer Engagement)	67,500	15,863	83,363	0	0	
Chief Officer (Finance, Customer Services and Compliance)	51,571	12,377	63,948	63,954	15,263	79,217	-15,269
Accountancy Manager	36,571	8,674	45,245	39,267	9,424	48,691	-3,446
TOTAL	155,642	36,914	192,556	103,221	24,687	127,908	64,648

5. **LEGAL IMPLICATIONS [MM]**

5.1 This appointment is made in accordance with the Council's constitution.

6. **CORPORATE PLAN IMPLICATIONS**

6.1 This meets the priority of 'Providing value for money and pro-active services'.

7. **CONSULTATION**

7.1 Consultation has taken place with trade unions, as staff representatives - replicating discussions prior to the earlier report.

8. **RISK IMPLICATIONS**

8.1 It is the Council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.

8.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.

8.3 The following significant risks associated with this report / decisions were identified from this assessment:

Management of significant (Net Red) Risks		
Risk Description	Mitigating actions	Owner
There are no risks arising from the actions recommended.	None necessary.	-

9. **KNOWING YOUR COMMUNITY – EQUALITY AND RURAL IMPLICATIONS**

9.1 The role in question provides a service in support of all members of communities in Hinckley and Bosworth Borough Council, in that the services under the remit of the post seek to ensure the effective and value for money operation of front-line services.

10. **CORPORATE IMPLICATIONS**

10.1 By submitting this report, the report author has taken the following into account:

- Community Safety implications
- Environmental implications
- ICT implications
- Asset Management implications
- Human Resources implications
- Planning Implications
- Voluntary Sector

Background papers: Report to Council - 16 December 2014

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