HAMBLETON DISTRICT COUNCIL

Report To: Cabinet
4 June 2019

Subject: **SENIOR MANAGEMENT APPOINTMENT**

All Wards
Leader of the Council: Councillor M S Robson

1.0 PURPOSE AND BACKGROUND:

1.1 The purpose of this report is to seek approval for the introduction of and appointment to a new permanent post of Director of Leisure and Communities and consequential changes to the remit of the other Director posts.

1.2 To ensure the Council continues to provide excellent services in the face of increasing service demands, complex corporate projects and aspirations to improve performance, it is proposed that a fifth directorate (headed by a new Director) is created for Leisure and Communities. In recent months the current Head of Service has been 'acting up' in this role. It has become apparent that the appointment of a permanent Director of Leisure and Communities will enable greater focus on the Council's priorities within the Council Plan and provide increased capacity and expertise at senior management level to improve delivery.

1.3 A revised Senior Management structure is attached at Annex 1. Should the new post be approved, it is proposed that this revised structure replaces the existing management structure within the Senior Management Pay Policy.

1.4 Annex 2 shows the changes to the responsibilities of the Senior Management Team as a consequence of creating a fifth Director.

2.0 LINK TO COUNCIL PRIORITIES:

2.1 The proposal principally links to delivering priorities in the Leisure, Communities and Design and Maintenance Services. However, it will also assist in delivering priorities across the board.

3.0 RISK ASSESSMENT:

3.1 There are no significant risks attached to this report.

4.0 FINANCIAL IMPLICATIONS:

4.1 The costs associated with this post are included within existing budgets.

5.0 LEGAL IMPLICATIONS

5.1 In accordance with the Constitution, the appointment of Chief Officers is a matter for Council.

6.0 EQUALITY/DIVERSITY ISSUES

6.1 Equality and Diversity issues have been considered. However, there are no issues associated with this report.

7.0 RECOMMENDATIONS:

7.1 It is recommended that Cabinet approves and recommends to Council that:-

(1) the new post of Director of Leisure and Communities be approved;

(2) the appointment of the Director of Leisure and Communities be delegated to the Chief Executive; and

(3) following appointment to the new post the revised Senior Management structure contained within the Senior Management Pay Policy be amended as set out at Annex 1 of the report.

CHIEF EXECUTIVE
DR JUSTIN IVES

Background papers: None

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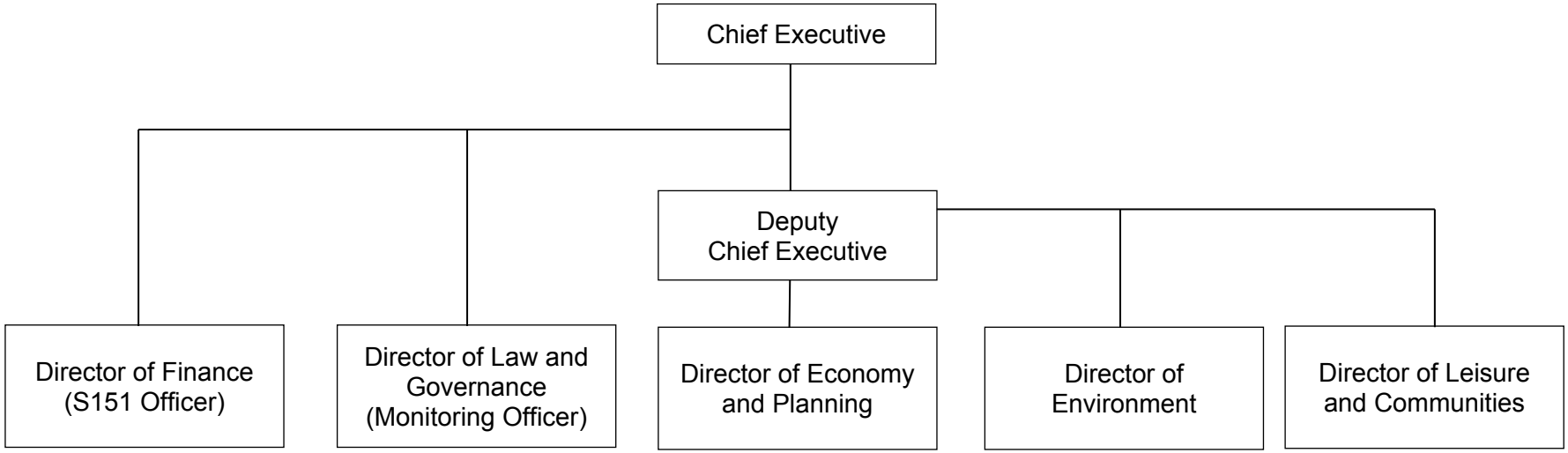
Annex 1


Chief Executive
Deputy Chief Executive
Director of Finance (S151 Officer)
Director of Law and Governance (Monitoring Officer)
Director of Economy and Planning
Director of Environment
Director of Leisure and Communities

REVISED CORPORATE STRUCTURE

DIRECTOR OF ENVIRONMENT	DIRECTOR OF LEISURE & COMMUNITIES	DIRECTOR OF ECONOMY, PLANNING	DIRECTOR OF FINANCE & COMMERCIAL (S151 Officer)	DIRECTOR OF LAW & GOVERNANCE (Monitoring Officer)
Paul Staines	**Steve Lister (interim)**	**Helen Kemp**	**Louise Branford-White**	**Gary Nelson**
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