
Report to Clackmannanshire Council

Date of Meeting: 18 May 2023

Subject: Senior Manager (Transformation and Capital)

Report by: Chief Executive

1.0 Purpose

- 1.1. This paper invites Council to agree to reverse the decision taken in June 2019 regarding the establishment of Appointments Committees for the recruitment to the role of Senior Manager.

2.0 Recommendations

- 2.1. Council are asked to:

2.1.1. **Agree** that the Scheme of Delegation is amended as follows:

“The authority to appoint our chief officers (the Chief Executive, directors) and Statutory Officers (S95, CSWO, CEdO, Monitoring Officer) is delegated to an Appointments Committee which we set up as and when we need it”

2.1.2. **Note** the considerations outlined in the paper.

2.1.3. **Note** and **Agree**, should recommendation 2.1.1 not be agreed, the paper attached at Appendix 1.

3.0 Considerations

- 3.1. In June 2019 Council agreed that the Scheme of Delegation would be amended to reflect the extended remit of the Appointment Committee to include Senior Managers.
- 3.2. The changes were at the time intended to ensure consistency of approach with the August 2018 appointment of the Strategic Directors for both the Place and Partnership and Performance directorates

- 3.3. Following COVID it is recognised that recruitment to professional/senior managerial roles can be difficult and require multiple rounds of recruitment to identify and secure a preferred candidate.
- 3.4. Multiple rounds of recruitment necessitate the requirement for multiple appointments committee to be convened contributing to the already heavy workload of members and officers. Further this can increase the timescales for recruitment.
- 3.5. Reverting to the previous model of recruitment, lead by the Strategic Director, reduces the timelines to recruit and allows the relevant Director to be fully involved in the interview process.
- 3.6. If the proposed changes to the Scheme of Delegation are not agreed there is an operational impact on the proposed recruitment to the position of Senior Manager (Transformation and Capital). Council are asked to consider Appendix 1 for fuller detail in the event that the recommendations as set out in this paper are not approved.

4.0 Sustainability Implications

- 4.1. None

5.0 Resource Implications

5.1. Financial Details

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes

- 5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

5.4. Staffing

None

6.0 Exempt Reports

- 6.1. Is this report exempt? Yes (please detail the reasons for exemption below) No

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box)

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all	X
Our families; children and young people will have the best possible start in life	X
Women and girls will be confident and aspirational, and achieve their full potential	<input type="checkbox"/>
Our communities will be resilient and empowered so that they can thrive and flourish	<input type="checkbox"/>

(2) **Council Policies** (Please detail)

8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes No

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1: Senior Manager (Transformation and Capital) Recruitment

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

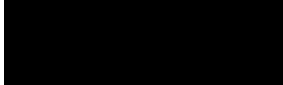
Yes (please list the documents below) No

Appointment Committees: Senior Manager, Paper by Council Leader June 2019

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Chris Alliston	Senior Manager – HR and Workforce Development	2184

Approved by

NAME	DESIGNATION	SIGNATURE
Nikki Bridle	Chief Executive	

APPENDIX 1

Subject: Senior Manager (Transformation and Capital) Recruitment

Report by: Senior Manager – HR and Workforce Development

1.0 Purpose

- 1.1. This paper invites Council to agree the process for the permanent recruitment to the role of Senior Manager (Transformation and Capital).

2.0 Recommendations

- 2.1. Council are asked to:

2.1.1. **Agree** that, notwithstanding the previous Council decision on recruitment of Senior Managers being delegated to the Appointments Committee, that the recruitment to this post, not including final interview, is delegated to the Chief Executive.

2.1.2. **Agree** that for final interview a politically balanced Appointments Committee, supported by relevant officers, be convened comprising:

- 2 SNP members
- 1 Labour member
- 1 Conservative member

2.1.3. **Advise** who the nominated representatives for the Appointments Committee will be.

2.1.4. **Agree** that the Chief Executive has delegated authority to identify and put in place any interim measures that may be required until recruitment is concluded.

2.1.5. **Note** the considerations outlined in the paper.

3.0 Considerations

- 3.1. In March 2023 Council agreed, when setting the General Services Revenue and Capital Budget 2023-24, to create the permanent position of Senior Manager (Transformation and Capital)
- 3.2. The Senior Manager (Transformation and Capital) will provide support to realise budget outputs as well as supporting capital and transformational activities.
- 3.3. It is recognised that recruitment can, should there not be a suitable internal candidate, be a lengthy process. Coupled with pre employment checks and notice periods there may be a period of time where this post remains vacant. As such, taking account of para 2.1.4, delegated authority to the Chief Executive to make interim cover arrangements, should these be required, would seem appropriate.

4.0 Sustainability Implications

- 4.1. None

5.0 Resource Implications

5.1. *Financial Details*

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes
- 5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

5.4. *Staffing*

None

6.0 Exempt Reports

- 6.1. Is this report exempt? Yes (please detail the reasons for exemption below) No

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box)

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(2) **Council Policies** (Please detail)

8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes No

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

None

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes (please list the documents below) No

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Chris Alliston	Senior Manager – HR and Workforce Development	2184

Approved by

NAME	DESIGNATION	SIGNATURE
Nikki Bridle	Chief Executive	