



# Meeting of the City Council

## 17 December 2014

<b>Report title</b>	Human resources issues	
<b>Referring body</b>	Cabinet (Resources) Panel – 9 December 2014 Special Appointments Committee – 24 November, 9 December	
<b>Councillor to present report</b>	Cllr Roger Lawrence Leader of the Council	
<b>Cabinet member with lead responsibility</b>	Councillor Roger Lawrence Leader of the Council	
<b>Wards affected</b>	N/A	
<b>Accountable director</b>	Keith Ireland, Managing Director	
<b>Accountable employee(s)</b>	Keith Ireland Tel Email	Managing Director 01902 554500 keith.ireland@wolverhampton.gov.uk
<b>Report to be/has been considered by</b>	N/A	

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### Recommendation(s) for action or decision:

The Council is recommended to:

1. Re-designate the Director of Pensions post to become Strategic Director – Pensions.
2. Assimilate the current Director of Pensions into the Strategic Director post at pay point 303.
3. Approve the recommendation of a Special Appointments Committee that Linda Sanders be appointed as interim Strategic Director – People with effect from 16 January 2015.
4. Approve the recommendation of a Special Appointments Committee that Kevin O’Keefe be appointed as Director of Governance with effect from 1 January 2015 on the Council’s senior management terms and conditions.

5. Approve the recommendation of a Special Appointments Committee that James McElligott be appointed as Director of Education with effect from 1 January 2015 on the Council's senior management terms and conditions.
6. Delegate responsibility to the Leader of the Council, in consultation with the Strategic Director, Education and Enterprise, to make an interim appointment to the post of Service Director – City Environment, based on the outcome of a Special Appointments Committee meeting on 22 December 2014.

## **1.0 Purpose**

- 1.1. To seek Council approval for a number of personnel changes and appointments.

## **2.0 Background**

- 2.1 On 9 December, Cabinet (Resources) Panel considered a report on the proposed re-designation of the Director of Pensions Post to Strategic Director – Pensions, in order to bring the post into line with arrangements for other director posts. The full report can be viewed at:

<http://wolverhampton.moderngov.co.uk/documents/s6246/Cab%20Res%20Panel%20AMBER%20report%20template%20Feb14.pdf>

- 2.2 On 24 November, a Special Appointments Committee was convened to interview for the post of interim Strategic Director – People. The committee's recommendation was to appoint Linda Sanders, with a view to recruiting to the post on a permanent basis in 2015.
- 2.3 On 9 December, a Special Appointments Committee was convened to interview for the post of Director of Governance. The committee's recommendation was to appoint Kevin O'Keefe.
- 2.4 On 9 December, a Special Appointments Committee was convened to interview for the post of Director of Education. The committee's recommendation was to appoint James McElligott.
- 2.5 A Special Appointments Committee has been convened for 22 December 2014 to interview for the interim role of Service Director – City Environment, with a view to a successful candidate starting at the beginning of 2015.

## **3.0 Financial implications**

- 3.1 The cost of the re-designated pensions post, including employer's national insurance and pension contributions, is £172,000 per year, representing an increase of £9,000 per year over the current cost of £163,000. The total cost in 2014/15, including the period for January to March 2014, will be £111,000. This will be funded by the in-year under spend arising from staffing vacancies, which are forecast at over £400,000. In 2015/16 the increase in salary costs will be reflected in the Fund's annual operating budget.
- 3.2 The costs for the proposed director and service director appointments will be funded from within the existing employee budgets.

[NA/05122014/G]

#### **4.0 Legal implications**

- 4.1 The Council is required to outline the senior pay policy as described in the report approved by Council in March 2013. There is a clear risk of an equal pay claim which could not reasonably be defended if the pay increments are not awarded.
- 4.2 Interim and permanent employee appointments are made in accordance with the Council's policies and procedures, the Constitution and prevailing legislation.

[RB/04122014/Z]

#### **5.0 Equalities implications**

- 5.1 The posts referenced in this report have been evaluated against the Council's pay and grading scheme, ensuring the Council meets its equalities obligations in terms of pay and conditions.

#### **6.0 Environmental implications**

- 6.1 There are no environmental implications as a result of these proposals

#### **7.0 Human resources implications**

- 7.1 The appointment to the interim Strategic Director role will be made under contract with Gatenby Sanderson, the executive search consultancy.
- 7.2 The four permanent appointees will be employed under the Council's senior management terms and conditions of employment.

#### **8.0 Schedule of background papers**

- 8.1 Council Report March 2013 – Senior Pay Policy and Senior Management Terms and Conditions of Employment.