

CLACKMANNANSHIRE COUNCIL

Report to: Clackmannanshire Council

Date of Meeting: 21st October 2021

Subject: Senior Manager Recruitment

Report by: Lorraine Sanda, Strategic Director (People)

1.0 Purpose

- 1.1. This paper invites Council to agree the ongoing recruitment process for vacant Senior Manager posts within the People Directorate.

2.0 Recommendations

- 2.1. Council are asked to:

2.1.1. **Agree** that, notwithstanding the previous Council decision and current terms of the Scheme of Delegation which provide that recruitment of senior managers is delegated to the Appointments Committee, that the recruitment to vacant Senior Manager posts within the People Directorate, not including final interview, is delegated to the Strategic Director (People)

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

- 2 SNP members (Portfolio Holder and Depute of the People Committee)
- 1 Labour member
- 1 Conservative member

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

3.0 Background/Considerations

- 3.1. At its meeting on 19 August 2021 Council agreed the People Directorate management redesign.

- 3.2. Following agreement of the new structure the Directorate, in line with the Council's agreed Organisational Change protocols, have been engaging with those staff impacted by the redesign
- 3.3. On conclusion of this exercise a number of posts will remain vacant within the structure and a recruitment exercise will be required.
- 3.4. Vacant posts will include Senior Manager GIRFEC/ASN, Senior Manager Permanency, Senior Manager Early Intervention/Prevention, Chief Education Officer and Chief Social Work Officer.
- 3.5. Council previously agreed a similar delegated process for roles of Senior Manager – Legal and Governance and Senior Manager – Care and Protection
- 3.6. Members previously nominated for the Senior Manager – Care and Protection Committee were Councillor Lindsay, Councillor Sharp, Councillor Martin and Councillor Benny.

4.0 Sustainability Implications

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

As part of the overall redesign the Council is taking account of the organisational change protocols.

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

6.0 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)

- The area has a positive image and attracts people and businesses
- Our communities are more cohesive and inclusive
- People are better skilled, trained and ready for learning and employment
- Our communities are safer

- Vulnerable people and families are supported
- Substance misuse and its effects are reduced
- Health is improving and health inequalities are reducing
- The environment is protected and enhanced for all
- The Council is effective, efficient and recognised for excellence

7.0 Equalities Impact

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

Yes No

It is anticipated there will be no adverse impact from the proposals contained in this report.

8.0 Legality

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

9.0 Appendices

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

None

10.0 Background Papers

10.1 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

Author(s)

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Approved by

NAME	DESIGNATION	SIGNATURE
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