

## Report of the Chief Executive to the meeting of Staffing Committee to be held on 15 August 2022

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### Subject:

**Appointment of a Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement.**

### Summary statement:

This report seeks approval from Staffing Committee: -

1. To appoint to the position of Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement.
2. To appoint an Appointments Panel to be given delegated responsibility to appoint to the position of Strategic Director Place and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).

The appointment to the post will support a number of priority outcome areas in the Bradford Council Plan 2021 – 2025 and in particular the priority of 'An Enabling Council' and working towards making the Council a great place to work and reflects the communities we serve. In addition, it will support the Council Equality Objectives and Equality Plan around Leadership and Workforce Diversity.

All work that relates to our workforce must support the Council objectives on Equality and Diversity. Recruitment, retention and succession has inclusion at its core.

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Kersten England  
Chief Executive

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Corporate

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## **1. SUMMARY**

- 1.1 In accordance with the Council's Constitution the appointment of the Strategic Director of Place is a function of Staffing Committee. The Council's current Senior Management structure was approved by Executive on 20 September 2016 and this approved structure includes the post of Strategic Director Place. The Structure is at Appendix 1 of this report.
- 1.2 Following his resignation the Strategic Director Place is due to leave the Council on 14 October 2022. The post holder is currently working their notice.
- 1.3 It is proposed to appoint to the post of Strategic Director Place in line with the Council's Constitution and Pay Policy Statement. The 2022/23 Pay Policy Statement is at Appendix 2 of this Report.

## **2. BACKGROUND**

- 2.1. On 20 September 2016 Executive approved the current senior management structure.
- 2.2. The Council has approved the Council's Pay Policy Statement for the year 1 April 2022 to 31 March 2023.
- 2.3. Following his resignation, the Council's current Strategic Director Place leaves the Council's employment on 14 October 2022.

## **3. OTHER CONSIDERATIONS**

- 3.1. In accordance with Article 12A.4 and Part 3H (the Officer Employment Procedure Rules) of the Constitution it is a function of Staffing Committee to appoint the Strategic Director Place. This function is normally delegated by Staffing Committee to a sub-committee (an appointment panel). The power to make the appointment can also be delegated to the Chief Executive or her nominee.
- 3.2. The post of Strategic Director Place is a key leadership role for the Council to enable pace of growth and sustainable change to ensure that the opportunities brought about by our status as UK City of Culture can be realised. The post holder is responsible for delivering on our commitment to grow our local economy in an inclusive and sustainable way, building, nurturing and sustaining effective multi-agency partnerships across the locality ensuring the delivery of needs-led integrated, joined-up, fit for purpose and responsive services.
- 3.3. In accordance with Section 4 of the Council's Pay Policy Statement the post of Strategic Director Place is subject to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions. The post is graded at SD1 (Strategic Director 1) with a salary range of £144,091 to £151,062 being one of the grade ranges and salary levels within the Council's Pay Policy Statement. Other aspects of the remuneration for the post are set out in Appendix 2 of the Pay Policy Statement.

- 3.4. Staffing Committee is asked to approve the proposal to appoint to the post of Strategic Director Place in accordance with the Council's Pay Policy Statement.
- 3.5. Staffing Committee is asked to approve the proposal that the Appointment Panel be given delegated responsibility to appoint to the position of Strategic Director, Place and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).
- 3.6. A procurement process has already taken place to secure the services of a search and selection consultant. Penna have been appointed to support with the recruitment process.

#### **4. FINANCIAL & RESOURCE APPRAISAL**

- 4.1 It is proposed that the appointment of the Strategic Director Place is in accordance with the provisions of the Council's Pay Policy Statement as set out in section 3 above and as detailed in Appendix 2.

#### **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

- 5.1 If Staffing Committee decide that there will be no appointment to the position as detailed in paragraph 3.4 above, then Staffing Committee instructs officers to prepare alternative proposals to fulfil the duties and responsibilities of the Strategic Director Place.

#### **6. LEGAL APPRAISAL**

- 6.1 Section 112 Local Government Act 1972 allows the Council to appoint such officers that it thinks necessary for the proper discharge by the Authority of its duties. Such officers shall hold office on such reasonable terms and conditions as the Council thinks fit.
- 6.2 In accordance with the Council's published Pay Policy Statement full Council must approve any salary package of £100,000 pa or more before it is offered in respect of a new appointment.

#### **7. OTHER IMPLICATIONS**

##### **7.1 EQUALITY & DIVERSITY**

The processes within this Report are equality compliant. The recruitment and selection will be advertised widely to reach potential candidates from all backgrounds, applicants are encouraged from diverse backgrounds..

##### **7.2 SUSTAINABILITY IMPLICATIONS**

None

### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

None

### **7.4 COMMUNITY SAFETY IMPLICATIONS**

None

### **7.5 HUMAN RIGHTS ACT**

None

### **7.6 TRADE UNION**

None

### **7.7 WARD IMPLICATIONS**

None

### **7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

None

## **8. NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

- 9.1 If Staffing Committee decide that there should be no appointment to the position then Staffing Committee instructs officers to prepare alternative proposals to fulfil the duties and responsibilities of the Strategic Director Place.

## **10. RECOMMENDATIONS**

That Staffing Committee approve the proposals:

- 10.1 To appoint to the position of Strategic Director Place in accordance with the Council's Constitution and Pay Policy Statement.
- 10.2 To delegate to an Appointments Panel, the responsibility to appoint to the position of Strategic Director Place and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).

## **11. APPENDICES**

Appendix 1 – Senior Management Structure

Appendix 2 – The Council's Pay Policy Statement 2022/23

**12. BACKGROUND DOCUMENTS**

None