

Report of the Director of Resources

**Interim Chief Executive, Worthing Borough Council:
Request to extend current arrangements**

1.0 Purpose of Report

- 1.1 This report outlines a request from Worthing Borough Council to extend the current arrangement for Adur's Chief Executive to perform the role of Interim Chief Executive at Worthing Borough Council on a half-time basis.
- 1.2 In recommending a way forward the report also identifies Corporate Management Team consideration of how to handle this on the assumption that members are willing to proceed with such an extension of the current arrangement.

2.0 Recommendations

- 2.1 Agree to Worthing Borough Council's request to extend the current interim Chief Executive arrangement with Adur District Council's Chief Executive through until the end of December 2006.
- 2.2 Agree to use the income from Worthing Borough Council for the continued role of the Adur Chief Executive as Interim Chief Executive of Worthing Borough, to fund some additional support for Divisional Managers and some backfilling resource for Human Resources in the pay and grading review tasks.
- 2.3 Agree the detailed proposals as set out in section 4.0 of this report, and it is proposed that we manage the organisation towards a handover of these arrangements with effect from 1st July 2006. In terms of formal designations it is recommended that from that date the Director of Resources (Andrew Gardiner) would become the Corporate Property Officer.
- 2.4 To determine whether this item should also be reported to the Housing and Central Services Committee.

3.0 The request from Worthing Borough Council

- 3.1 At its meeting on Tuesday, 21 March 2006 Worthing Borough Council resolved to ask Adur District Council if it would be willing to extend the current interim Chief Executive arrangement with Adur District Council's Chief Executive through until the end of December 2006. The reasons for proposing this are numerous.

- 3.2 First, the lead time for making a permanent Chief Executive appointment to Worthing Borough Council are considerable and if an Appointment Panel was to meet after the elections in May it would take until the end of the year before a postholder would be in place.

Secondly, the Local Government Reorganisation agenda is gathering momentum. The promised Government White Paper is due to be published in June and it would seem appropriate to hold back any appointment process starting until that point.

Finally, issues around current levels of partnership working and their future suggest that it would be an appropriate time to take stock of progress after a few more months of the current arrangement.

4.0 Adur District Council's Response

- 4.1 The Chief Executive and Corporate Directors have met to consider how this might be taken forwards in the light of the fact that the Corporate Director, Strategy (Wojtek Boden) will be retiring at the end of June 2006. Members will recall that this date for his departure was in effect an extension of his retirement/redundancy date to cover the period of the Chief Executive's interim arrangement at Worthing Borough Council.
- 4.2 The first conclusion of this discussion is that members need to recognise the leanness of the organisation at senior management level. This has been referred to in previous considerations of the Council's structure and is specifically identified by the District Auditor as a matter the Council needs to be aware of.
- 4.3 In the same context, and particularly in the circumstances of the pay and grading review the District Auditor has also expressed some concern around the level of resourcing for the Human Resources task during the forthcoming months.
- 4.4 A brief strategic assessment of the duties carried out by both Directors has identified a modest number of activities that logically would be regarded as the responsibilities of a Director of Resources rather than Services. Specifically, examples such as Asset Management and related topics might more logically be managed within the Resources Directorate. This is felt by the Director of Resources to be capable of integration within his Directorate now that the groundwork on improving our procedures is bedding in.
- 4.5 In effect such a proposal would release some capacity within the activities of the Director of Services. Whilst the Chief Executive would, under the original proposals for Phase 2 of the restructuring, have line management responsibility for Planning and Community, there is an issue about the degree to which he could accommodate this at a satisfactory level. It is therefore proposed that day to day staff and performance management issues for this division are undertaken by the Director of Services. The Chief Executive would remain as the CMT member responsible for the more policy related matters dealt with within the division.

- 4.6 If these proposals are acceptable to members in the terms set out in this report it is proposed that we manage the organisation towards a handover of these arrangements with effect from 1st July 2006. In terms of formal designations this would also mean that from that date the Director of Resources (Andrew Gardiner) would become the Corporate Property Officer and members will note that the recommendations accommodate this point.
- 4.7 Other discussions with Team Adur, CMT etc. have identified a shortage of support to allow Divisional Managers to be fully effective. In addition to the tight resourcing of Human Resources, mentioned earlier, it is proposed to use the income from Worthing Borough Council for the continued role of the Adur Chief Executive as Interim Chief Executive of Worthing Borough to fund some additional support for Divisional Managers and some backfilling resource for Human Resources in the pay and grading review tasks. This will also reduce pressure to find management input to the pay and grading review panels.

**Local Government Act 1972
Background Papers:**

None

Contact Officer:

Andrew D. Gardiner
Director of Resources,
Extension no: 63401
e-mail: andrew.gardiner@adur.gov.uk

Appendix

1.0 Council Objective

1.1 The proposals do not specifically address any of the Council's objectives.

2.0 Specific Targets

2.1 This report does not seek to achieve any particular Council target.

3.0 Sustainability Issues

3.1 There are no particular sustainability issues raised by the report.

4.0 Equality Issues

4.1 There are no particular equality issues raised by the report.

5.0 Community Safety issues (Section 17)

5.1 This report should not impact upon crime levels within the district.

6.0 Human Rights Issues

6.1 This report does not raise any particular human rights issues.

7.0 Financial Implications

7.1 The direct financial implications relating to this report are covered in principle in the appropriate paragraphs in the report.

8.0 Legal Implications

8.1 The Council's legal officers will prepare a formal legal agreement between the two Council's covering the proposal outlined in the report.

9.0 Consultations

9.1 There has been no public consultation in the preparation of this report.

10.0 Risk assessment

10.1 A failure to comply with the statutory requirements would put the Council at risk of legal challenge.

11.0 Health & Safety Issues

11.1 There are no particular health & safety issues raised by this report.