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|                                                                          | <b>General Purposes Committee</b><br>27 July 2026                                                                                                                                                                                                                                                                                                       |
|                                                                                                                                                           | <b>Reports from the Corporate Director of Resident and Housing Services and Corporate Director Service Reform and Strategy</b>                                                                                                                                                                                                                          |
|                                                                                                                                                           | <b>Lead Members:</b><br><br><b>Cabinet Member for Communities, Culture &amp; Cost-of-Living Support (Councillor Tina Amadi)</b><br><br><b>Cabinet Member for Community Safety and Public Health (Councillor Liz Dixon)</b>                                                                                                                              |
| <b>Extension of Fixed-Term Director of Resident Services Appointment and Interim Director of Public Health and Leisure Arrangement</b>                    |                                                                                                                                                                                                                                                                                                                                                         |
| <b>Wards Affected:</b>                                                                                                                                    | All                                                                                                                                                                                                                                                                                                                                                     |
| <b>Key or Non-Key Decision:</b>                                                                                                                           | N/A                                                                                                                                                                                                                                                                                                                                                     |
| <b>Open or Part/Fully Exempt:</b><br><small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small> | Open                                                                                                                                                                                                                                                                                                                                                    |
| <b>List of Appendices:</b>                                                                                                                                | None                                                                                                                                                                                                                                                                                                                                                    |
| <b>Background Papers:</b>                                                                                                                                 | None                                                                                                                                                                                                                                                                                                                                                    |
| <b>Contact Officer(s):</b><br><small>(Name, Title, Contact Details)</small>                                                                               | Thomas Cattermole, Corporate Director, Residents and Housing Services<br>020 8937 5446<br><a href="mailto:Thomas.Cattermole@brent.gov.uk">Thomas.Cattermole@brent.gov.uk</a><br><br>Rachel Crossley, Corporate Director, Service Reform and Strategy<br>020 8937 5012<br><a href="mailto:Rachel.Crossley@brent.gov.uk">Rachel.Crossley@brent.gov.uk</a> |

## 1.0 Executive Summary

- 1.1 The purpose of this report is to seek approval from the General Purposes Committee to extend the fixed-term appointment of the Director of Resident Services until 31 March 2027. The proposed extension exceeds the period that may be authorised under the Chief Executive's delegated powers and therefore requires approval by the General Purposes Committee.
- 1.2 The report also seeks approval to extend the current interim appointment to the post of Director of Public Health and Leisure. The existing arrangement is due to end in September 2026. Whilst recruitment to the substantive post is underway, it is anticipated that any successful candidate may not be able to commence until December 2026 at the earliest and potentially later. An extension to the interim arrangement is therefore required to ensure continuity of statutory public health leadership and the discharge of the Council's public health duties pending a substantive appointment. As the proposed extension exceeds the period that may be authorised under delegated powers, approval is sought from the General Purposes Committee.

## **2.0 Recommendation(s)**

### **That Members of the General Purposes Committee:**

- 2.1 Approve the extension of the Director of Resident Services until 31 March 2027.
- 2.2 Authorise the Corporate Director of Residents and Housing Services, in consultation with the Director of HR &OD, to complete all necessary contractual and employment arrangements associated with the extension.
- 2.3 Approve the extension of the interim Director of Public Health and Leisure until 31 January 2027 or until the substantive postholder takes up appointment, whichever is sooner.
- 2.4 Authorise the Corporate Director for Service Reform and Strategy, in consultation with the Director of HR &OD, to complete all necessary contractual and employment arrangements associated with the extension.

## **3.0 Background**

- 3.1 The Director of Resident Services was appointed on a fixed-term basis in September 2025.
- 3.2 The fixed-term appointment was made to provide leadership capacity and continuity during a period of organisational transition and service delivery priorities.
- 3.3 The current fixed-term appointment is due to expire. However, the Council continues to require senior leadership capacity within Resident Services, and it is therefore proposed that the arrangement is extended until 31 March 2027.
- 3.4 Following consideration of the Council's leadership requirements and future organisational arrangements, it is proposed that the post be filled on a fixed-

term basis until 31 March 2027. The proposed extension will ensure continuity of leadership and service delivery whilst the substantive recruitment process is undertaken.

- 3.5 The proposed extension exceeds the period that may be authorised under the Chief Executive's delegated powers and therefore requires approval by the General Purposes Committee.
- 3.6 The Director of Public Health and Leisure is a statutory chief officer role with responsibility for the Council's public health functions and for providing independent professional advice on public health matters to the Council, elected members and partners.
- 3.7 The post is currently occupied on an interim basis under an arrangement which expires in September 2026.
- 3.8 Recruitment to the substantive position is underway. However, given the specialist nature of the role, the professional registration requirements applicable to Directors of Public Health and the likely notice periods of suitable candidates, it is anticipated that a substantive appointment may not commence until December 2026 at the earliest. There remains a possibility that a further recruitment exercise may be required should a suitable appointment not be secured.
- 3.9 In order to ensure continuity of statutory public health leadership, maintain the Council's capacity to discharge its public health functions and avoid any gap in the Council's statutory Director of Public Health arrangements, it is proposed that the interim appointment is extended until 31 January 2027 or until a substantive postholder takes up appointment, whichever is sooner.

#### **4.0 Stakeholder and ward member consultation and engagement**

None associated with the content of this report.

#### **5.0 Financial Considerations**

- 5.1 The costs associated with the extension of the interim Director of Resident Services and the interim Director of Public Health and Leisure arrangement will be met from existing approved staffing budgets.
- 5.2 There are no additional financial implications arising directly from the recommendations contained in this report.

#### **6.0 Legal Considerations**

- 6.1 The appointment of a Director is subject to the Council's Constitution and applicable employment legislation
- 6.2 Part 2, Standing Order (SO) 76 of Brent's Constitution sets out the requirements for the extension of interim and fixed term appointments for Directors. Pursuant

to SO 76(i) the Chief Executive may appoint interim and fixed term contracts for less than a year. In accordance with SO 76(ii) the General Purposes Committee shall be informed of any extension of an interim post beyond a year. The current interim Director posts falls within SO75 (b)(vi), and the requirements of SO 76(iv) in relation to the interim post of Director of Public Health and Leisure comply with the above.

- 6.3 Appropriate pre-employment checks will be completed prior to commencement of the appointment if not already undertaken.

## **7.0 Equity, Diversity & Inclusion (EDI) Considerations**

- 7.1 The recruitment and selection process has been undertaken in accordance with the Council's equity, diversity and inclusion commitments, relevant employment legislation and Equality Act.
- 7.2 There are no specific adverse equality implications arising from the recommendation in this report.

## **8.0 Climate Change and Environmental Considerations**

None associated with the content of this report.

## **9.0 Human Resources/Property Considerations**

- 9.1 The recommendations will ensure continued senior leadership capacity within Resident Services and Public Health and Leisure and support continuity of service delivery pending completion of substantive recruitment processes for both posts.
- 9.2 There are no additional staffing or accommodation implications arising from the recommendation.

## **10.0 Communication Considerations**

None associated with the content of this report.

### **Report sign off:**

**Thomas Cattermole**

Corporate Director, Residents and Housing Services

**Rachel Crossley**

Corporate Director, Service Reform and Strategy