

	Cabinet 11 February 2019
	Report from the Chief Executive
Establishment of Operational Director post	

Wards Affected:	N/A
Key or Non-Key Decision:	Non Key
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
No. of Appendices:	One Appendix 1: HAY Job Description
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Martin Williams, Interim Head of Human Resources Martin.Williams@brent.gov.uk Tel. 0208 937 3209

1.0 Purpose of the report

- 1.1 The report invites the Cabinet to agree to the establishment of a new post of Operational Director – Regeneration, Growth and Employment as part of a restructure.

2.0 Recommendations

- 2.1 To approve the establishment of the post of Operational Director –Regeneration, Growth and Employment.

3.0 Detail

- 3.1 On 2 August 2018 the General Purposes Committee agreed that the council implement a Voluntary Redundancy Scheme in advance of planning and implementing restructures as part of re-modelling the council to achieve the savings required in the council budget over the coming period. The scheme was implemented from 3 August 2018 and 82 applications were approved.
- 3.2 Two of the posts approved for redundancy under the scheme were the Operational Director, Regeneration and the Head of Estate Regeneration. The deletion of these posts from the establishment was agreed on the basis of creating a new future focused position that better meets the needs of the Council to delivery on our expanded, successful and ambitious regeneration plans.

3.3 The job description and person specification for this new post is attached as Appendix 1. It has been subject to Job Evaluation using the Hay scheme and as a consequence is graded Hay3A (£98,670 - £126,951).

3.4 Subject to the approval of Cabinet steps will be taken to seek suitable applicants for this important post, the recruitment which is covered by Standing Order 15. The post will be appointed to by the Senior Staff Appointments Sub-Committee in due course.

4.0 Financial Implications

4.1 Exclusive of any ancillary and redundancy costs the proposal would generate a saving of slightly over £0.1m. This should be seen in the wider context of the voluntary redundancy scheme, the overall impact of which, including savings and redundancy costs, will be taken into account in setting the council's budget. The report to the General Purposes Committee of 5 December 2018 has already confirmed (at paragraph 4.2) that the overall payback on this scheme is within the benchmark financial return, and this decision forms a part of that assessment.

5.0 Legal Implications

5.1 Standing Order 16 provides that specific posts, including Operational Director posts may only be created by this committee on receipt of a report setting out the proposed job description and person specification for the post, the reason for its creation and any legal, financial or other implications arising from it.

6.0 Diversity Implications

6.1 The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have "due regard" to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a "protected characteristic" and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The grade for this post has been subject to objective evaluation through the Hay scheme and the post will be recruited to in accordance with Standing Orders and the council's recruitment processes which are designed to ensure that equality requirements are adhered to.

7.0 Consultation with Ward Members and Stakeholders

7.1 None.

8.0 Human resources / Property Implications (if appropriate)

8.1 The HR implications are integral to the main body of the report. There are no property implications.

Report sign off:

DEBRA NORMAN

Director of Legal and HR