

Appendix 1

Decision Report – Chief Executive Decision

Decision Date – 4 February 2024

Chief Executive Decision – (Part I 5 Officer Employment Procedures/ Arrangements paragraph 1.4 (ii) of the Council's Constitution)



Appointment of Interim Service Director, Infrastructure and Transport

Executive Member(s): Councillor Bill Revans, Leader of the Council and Lead Member for Governance and Communications

Local Member(s) and Division: Councillor Richard Wilkins, Lead Member for Transport and Digital Services

Lead Officer: Duncan Sharkey, Chief Executive

Author: Mickey Green, Executive Director Climate and Place and Fiona Wills, HR Business Partner, Climate and Place

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1. Summary/ Background

- 1.1 There is an urgent operational and financial need to agree emergency cover arrangements for one vacant post of Service Director, Infrastructure and Transport Services, to ensure strong leadership is in place to deliver the planned improvements and efficiencies to this service and the transition of contracts.
- 1.2 The Council has qualified and suitably experienced Strategic Managers/ Heads of Service who can act up to cover the Service Director role to provide emergency cover for a temporary period to provide stability and continuity of leadership.
- 1.3 Under the Councils Constitution Part I: 5 (Officer Employment Procedures /Arrangements) paragraph 1.4, the Chief Executive has authority after having sought the agreement of the Leader, and after appropriate consultations, to agree:(ii) emergency cover arrangements for the post specified where these positions become vacant between Full Council meetings. Any such agreement will be subject to review and confirmation at the next available Full Council meeting.

2. Recommendations

2.1 The Chief Executive agrees:

- a) To appoint Mike O'Dowd-Jones, Head of Service, Highways and Transport, to provide emergency cover to the post of Service Director, Infrastructure and

Transport, with effect from 15 December 2023 for a temporary period until 30 June 2024.

- b) To present recommendations to the next Full Council in February 2024 for this temporary cover arrangement to be ratified.

3. Other options considered

3.1 Appointing to this role on a permanent basis was not considered a viable option, given the Transformation programme and likelihood of a workforce organisational structure review in 2024.

3.2 Holding the post vacant was also discounted due to the impact of the additional workload on the Executive Director and remaining Service Directors within Climate and Place.

3.3 An external interim appointment was considered but after discussions, excluded on grounds of affordability. Discussions with WSP, our main supplier of 'place based' professional services (engineering and wider place based services), on providing a contractor reached the same conclusion.

4. Implications

4.1 Financial and Risk Implications

The salary for the proposed emergency temporary appointment will be covered within the existing Climate and Place establishment budget.

This proposal directly contributes to mitigate the risk that Climate and Place are unable to achieve MTFP targets/ deliver a balanced budget.

4.2 Legal/ HR/ Equalities Implications

All necessary aspects of the Council's Constitution and employment law will be followed in relation to emergency temporary appointments. It is therefore considered that an Equalities Impact assessment (EIA) is not required for this decision paper.

4.3 Community Safety, Climate Change, Sustainability and Health and Safety Implications

Implications have been considered but are not applicable.

4.4 Health and Wellbeing Implications

Providing emergency cover arrangements for this vacancy will ensure that there is sufficient senior management capacity to support the health and wellbeing of the service.

4.5 Social Value

Implications have been considered but are not applicable.

5. Background Papers

5.1 Part I 5 Officer Employment Procedures/ Arrangements paragraph 1.4 (ii) of the Council's Constitution

Note For sight of individual background papers please contact the report author

Report Sign-Off (if appropriate)

	Officer Name	Date Completed
Legal & Governance Implications	David Clark	5.2.24
Finance & Procurement	Nicola Hix	5.2.24
Workforce	Dawn Bettridge	5.2.24
Executive Director / Senior Manager	Mickey Green	6.2.24
Executive Lead Member	Cllr Richard Wilkins	6.2.24
Chief Executive	Duncan Sharkey	7.2.24