

<b>EMPLOYMENT COMMITTEE</b>	<b>AGENDA ITEM No. 5</b>
<b>26 February 2010</b>	<b>PUBLIC REPORT</b>

Cabinet Member(s) responsible:	Piers Croft, Cabinet Member for Strategic Planning, Growth and Human Resources	
Contact Officer:	Gillian Beasley, Chief Executive	Tel. 452302

**APPROVAL OF NEW POST - HEAD OF PETERBOROUGH DELIVERY PARTNERSHIP**

R E C O M M E N D A T I O N S	
<b>FROM :</b> Cabinet	<b>Deadline date :</b> N/A
<ol style="list-style-type: none"> <li>1. That the Committee approve the creation of a new head of service post, to be entitled Head of Peterborough Delivery Partnership.</li> <li>2. That the Committee approve the attached job description, person specification and associated salary for the Head of Peterborough Delivery Partnership.</li> <li>3. That the Committee authorise the Chief Executive to recruit to this post.</li> </ol>	

**1. ORIGIN OF REPORT**

- 1.1 This report is submitted to the Committee following the decision of Cabinet on the 14<sup>th</sup> December to move to new delivery arrangements for growth. The Cabinet report is attached at Appendix A.

**2. PURPOSE AND REASON FOR REPORT**

- 2.1 The purpose of this report is to brief the Employment Committee on the rationale for a new head of service post to be created and to seek approval for recruitment to commence. The job description, person specification and associated salary for the post are attached at Appendix B.
- 2.2 This report is for the Committee to consider under its Terms of Reference No. 2.3.1.1

**3. TIMESCALE**

Is this a Major Policy Item/Statutory Plan?	<b>NO</b>	If Yes, date for relevant Cabinet Meeting	
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**4. THE NEED FOR A HEAD OF PETERBOROUGH DELIVERY PARTNERSHIP (Head of PDP)**

- 4.1 New growth delivery arrangements were approved by Cabinet on the 14<sup>th</sup> December 2009. These will result in a number of changes, both to Opportunity Peterborough and the Council, in order to ensure the city remains well equipped to deliver its ambitious growth agenda. Part of these changes include the establishment of a new capability within the Council – the Peterborough Delivery Partnership (PDP) – that will act to secure funding for and delivery of major development schemes in the city.
- 4.2 In broad terms, it will operate by engaging external expertise to ensure these schemes are attractive to and subsequently funded through the capital markets, and that they are delivered ‘on the ground’ as effectively as possible for the city’s long-term growth. It is important that the Council has a strong oversight and management of these external resources, as well as control over their procurement, to protect both its interests and those of the wider growth agenda. This resource is proposed to be the Head of the Peterborough Delivery Partnership, a new tier-2 post reporting directly to the Council’s Chief Executive.

## **5. CONSULTATION**

- 5.1 The proposals have been widely consulted on. Cabinet approved the proposals on 14 December 2009; all group leaders have been briefed and 2 sessions for the briefing of other Members have subsequently been held. The portfolio holder has been consulted and supports the proposal. In addition, all staff affected by the changes inside Opportunity Peterborough and the Council are being consulted in a process overseen by the Chief Executive of Opportunity Peterborough and the Head of Delivery, with guidance and support from the Head of Human Resources. Local media were also given briefings on the wider proposals in December 2009.

## **6. ANTICIPATED OUTCOMES**

- 6.1 It is expected that an internal recruitment process for the new head of service post will take place, in an effort to ensure the post can be filled as quickly as possible. It is proposed to advertise the post as soon as possible after consideration by Employment Committee and subject to its approval. Final interviews would be conducted by Employment Committee, in line with the Council's constitutional requirements.

## **7. REASONS FOR RECOMMENDATIONS**

- 7.1 The skill requirements of the role, coupled with the time commitments necessary to properly execute the technical functions of overseeing the operation of the PDP, necessitates a role at head of service level.

## **8. ALTERNATIVE OPTIONS CONSIDERED**

- 8.1 The possibility of functions within the new role being absorbed within one or more existing head of service posts was considered, but was discounted for several reasons:

a) To properly assure the effectiveness of the new arrangements and to protect the Council's interests requires a continuity of involvement that would be compromised by splitting the role's functions between multiple heads of service.

b) In the event such a compromise was acceptable, there are a limited number of heads of service that the functions 'fit' with, and introducing these responsibilities would result in existing activities in other areas needing to be discontinued.

## **9. IMPLICATIONS**

- 9.1 This will result in the creation of a new head of service role within the Council, with associated HR implications for recruitment.
- 9.2 The funding for the role is already in place as part of the previously approved new growth delivery arrangements.

## **10. BACKGROUND DOCUMENTS**

None