

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 3
15 MAY 2009	PUBLIC REPORT

Cabinet Member(s) responsible:	Leader of the Council	
Contact Officer(s):	Gillian Beasley, Chief Executive	Tel. 452390

INTERIM EXECUTIVE DIRECTOR - OPERATIONS

R E C O M M E N D A T I O N S	
FROM : Chief Executive	Deadline date : N/A
1. Employment Committee is asked to appoint Paul Phillipson as interim Executive Director - Operations.	

1. ORIGIN OF REPORT

1.1 This report is submitted to Employment Committee from the Chief Executive.

2. PURPOSE AND REASON FOR REPORT

2.1 The purpose of this report is for a decision to appoint an interim director to be made.

2.2 This report is for the Committee to consider under its Terms of Reference No. 2.3.1.1 *To appoint Directors and Heads of Service, and determine terms and conditions of employment.*

3. TIMESCALE

Is this a Major Policy Item/Statutory Plan?	NO	If Yes, date for relevant Cabinet Meeting	N/A
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4. BACKGROUND

4.1 On the 20th October 2008, Paul Phillipson was seconded from Cambridgeshire Constabulary to act as the Executive Director - Operations.

4.2 Paul's secondment from the Police is due to end imminently.

4.3 The Authority is in the process of recruiting to the position of Executive Director - Operations, but this will not be finalised until the matter comes before Employment Committee on 10 June 2009. All candidates for that vacancy are on contracts which require them to give three months' notice and the authority is unlikely to have anyone in that post until October 2009.

4.4 For the purpose of continuity and to ensure the service is not left without a director, the Chief Executive recommends that Employment Committee appoints Paul Phillipson as interim Executive Director - Operations.

4.5 The Chief Executive is unable to make this appointment since under the constitution, Employment Committee must appoint directors.

5. CONSULTATION

5.1 Consultation with the Leader of the Council.

5. ANTICIPATED OUTCOMES

5.1 Anticipated outcome is that Employment Committee will agree to the appointment of Paul Phillipson as interim Executive Director - Operations.

6. REASONS FOR RECOMMENDATIONS

6.1 To ensure continuity for the service prior to a permanent appointment being made.

7. ALTERNATIVE OPTIONS CONSIDERED

7.1 It has been considered that the service could be left without a director but this has been rejected as the Chief Executive considers that the Operations Directorate needs leadership at this stage. A second alternative would be to source an interim director from an agency, rather than through direct employment. This option has also been rejected as it is considered necessary to maintain some continuity.

8. IMPLICATIONS

8.1 The legal implications of this recommendation are that Mr Phillipson will become an interim employee of the Council.

8.2 The financial implications have been considered, and are felt to be no more significant than under the current secondment.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985)

None.