



# Agenda & minutes

Full Council meeting of  
Wednesday, 2 August 2017



# *Portsmouth City Council*

An EXTRAORDINARY MEETING OF THE COUNCIL will be held in the **Lord Mayor's Banqueting Room**, the Guildhall, Portsmouth on Wednesday 2 August 2017 at **5.30 pm** and all Members of the Council are hereby summoned to attend to consider and resolve upon the following business:-

**PLEASE NOTE VENUE AND START TIME OF THIS MEETING.**

## *Agenda*

- 1 Apologies for Absence**
- 2 Declarations of Interests**
- 3 Deputations from the Public under Standing Order No 24.**
- 4 Director of Regeneration Post (Pages 5 - 8)**

To consider the attached report from the Chief Executive concerning the post of Director of Regeneration.

David Williams  
Chief Executive

Members of the public are now permitted to use both audio visual recording devices and social media during this meeting, on the understanding that it neither disrupts the meeting or records those stating explicitly that they do not wish to be recorded. Guidance on the use of devices at meetings open to the public is available on the Council's website and posters on the wall of the meeting's venue.

Full Council meetings are digitally recorded.

If any member of the public wishing to attend the meeting has access requirements, please notify the contact, the Senior Local Democracy Officer at [vicki.plytas@portsmouthcc.gov.uk](mailto:vicki.plytas@portsmouthcc.gov.uk). Please also use this email address for any deputation requests.

Civic Offices  
Guildhall Square  
PORTSMOUTH  
25 July 2017

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# Agenda Item 4

<b>Title of meeting:</b>	Extraordinary Full Council
<b>Date of meeting:</b>	2 August 2017
<b>Subject:</b>	Appointment to the post of Director of Regeneration
<b>Report by:</b>	Chief Executive
<b>Wards affected:</b>	N/A
<b>Key decision:</b>	No

## **1 Purpose of Report**

The purpose of this report is to seek Council's approval to make an appointment to the new post of Director of Regeneration at a salary in excess of £100,000 p.a.

## **2 Recommendations**

Council is recommended to:

- (i) Approve the appointment to the new post of Director of Regeneration as detailed in section 3.4 of the report.
- (ii) Record thanks to Mr Alan Cufley for his long service to the council and wish him the very best for the future.

## **3 Background**

- 3.1 On 28 March the Employment Committee agreed, inter alia, to establish an Appointment Panel to seek to recruit to a new post of Director of Regeneration. This new post would form a key part of the council's senior management structure, and trigger the reconfiguration of that structure with the deletion of the post of Director of Transport, Environment and Business Support. It was fully appreciated by the Employment Committee that the grade for the post would exceed the £100,000 threshold in the Council's Pay Policy Statement over which appointment to new posts have to be agreed by Full Council.
- 3.2 The Employment Committee further recognised that market conditions would make this post difficult to fill with a candidate with the requisite experience, qualifications and skills within the Council's normal pay bands. It was therefore agreed by the Employment Committee that the Council would go to

the market in the first instance, and if successful in identifying a suitable candidate, then go to Full Council to agree to fill the post.

- 3.3 Following a comprehensive candidate search and advertising campaign, the Employment Committee's Appointment Panel met on 18 July 2017 and, following panel interviews, selected a successful candidate.
- 3.4 Subject to Council's approval, terms have been agreed with the candidate within the Council's Pay Policy Statement and Council is now asked to agree to fill the post of Director of Regeneration which will cover the following activities and functions:
- Planning
  - Skills and Business Support
  - Transport
  - Infrastructure including flood and coastal defence
  - Investment Property Portfolio including lease renewal
  - Delivery of major regeneration schemes and projects
  - Economic Development and Inward investment
- 3.5 The creation of this post involves the relocation of some or all service activities from other directorates as indicated above. The Director of Transport, Environment and Business Support appreciates the rationale for such a significant change to his current post but has indicated that this is not a role he wishes to undertake. Consequently, and having given exemplary public service, he has said that he would be prepared to accept voluntary redundancy in order to assist the council in fulfilling its ambition. Members should note that the post-holder, Mr Alan Cufley, is one of the council's longest-serving employees, having first joined the council in May 1977 and has successfully performed a wide range of important and challenging roles over the years.

#### **4. Equalities Impact Assessment**

- 4.1 An Equalities Impact Assessment is not required for this report as the recommendations do not have a disproportionate negative impact on any of the specific protected characteristics as described in the Equality Act 2010 for the following reasons:

Organisational change and recruitment is covered by existing council policies which are subject to ongoing EIA review.

#### **5. Legal implications**

- 5.1 Council's constitutional position is that it has to agree the appointment to new posts where the proposed salary is in excess of the £100,000 threshold in the Council's Pay Policy Statement as in this case. The appointment of the

individual to undertake that role is delegated to the Employment Committee or its appointments panel.

## **6. Finance comments**

- 6.1 On 28 March 2017, the Employment Committee approved a number of changes to the Council's Senior Management structure which resulted in an overall saving to the Council. These changes included the creation of a new post of Director of Regeneration.

The cost of appointment to this post is contained within the approved budget.

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Signed by:

**Appendices: Nil**

## **Background list of documents: Section 100D of the Local Government Act 1972**

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

<b>Title of document</b>	<b>Location</b>
N/A	

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