

<b>Title of meeting:</b>	Employment Committee
<b>Date of meeting:</b>	30 November 2023
<b>Subject:</b>	Appointment Sub-committee – Director of Economy, Planning and Transport
<b>Report by:</b>	Natalie Brahma-Pearl, Chief Executive
<b>Wards affected:</b>	N/A
<b>Key decision:</b>	No
<b>Full Council decision:</b>	No

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**1. Purpose of report**

This report seeks authority from the Employment Committee for the establishment of an appointments sub-committee and sets out recommendations for its composition for the appointment to the role of Director of Economy, Planning and Transport.

**2. Recommendations**

**It is recommended that, in relation to the appointment to the role of Director of Economy, Planning and Transport, the Employment Committee:**

- Note the requirement to recruit to the post of Director of Economy, Planning and Transport following the resignation of the previous incumbent (former post title Director of Regeneration).
- Delegate the appointment of the role to an appointments sub-committee to act on behalf of the Employment Committee.
- Nominate membership of the appointment sub-committee.
- Delegate the candidate search process and administrative matters to the Assistant Director of Human Resources in consultation with the Chief Executive.
- Note how the composition of the panel will take into account the importance of panel diversity.

**3. Background**

Following the resignation of the Director of Regeneration there is a need to address recruitment to the role. Appointments to director posts are the

responsibility of the Employment Committee or as delegated to an appointments sub-committee. Given the importance of the work of the Directorate, an interim Director was appointed pending the recruitment process which was held in abeyance until after appointment of the new Chief Executive which was during the Summer of 2023.

This report recommends that recruitment to fill the vacant post is now progressed without delay and for the committee to note the change in the job title.

#### **4. Reasons for recommendations**

Recruitment processes for senior roles typically take between three and six months. To minimise disruption, the recruitment process will commence imminently.

It is anticipated that a short list of suitable candidates will be presented to an appointment sub-committee who will select and appoint the final candidate.

In view of the importance of such a role, and in line with good practice, a range of stakeholders and partners will be engaged in the process and have an opportunity to meet with candidates. Stakeholder and partner feedback will be collated to enable their feedback to be considered by the sub-committee. It is necessary with the composition of the panel to consider the importance of panel diversity.

#### **6. Integrated impact assessment**

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 review and IIA.

#### **7. Legal implications**

Council's constitutional position is that it must agree the appointment to new posts where the proposed salary is in excess of £100,000 threshold in the Council's Pay Policy Statement as in this case. The selection and recommendation of the individual to undertake that role is delegated to the Employment Committee or its appointments sub-committee.



**8. Director of Finance's comments**

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

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Signed by:

**Appendices:**

**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>
Part 3D - Officers' Employment Procedure Rules	<a href="https://www.portsmouth.gov.uk/wp-content/uploads/2020/05/Part-3D-Officers-Employment-Procedure-Rules.pdf">https://www.portsmouth.gov.uk/wp-content/uploads/2020/05/Part-3D-Officers-Employment-Procedure-Rules.pdf</a>