

27 September 2017		ITEM: 10
Council		
Recruitment of Director of Environment and Highways		
Wards and communities affected: All	Key Decision: Non-Key	
Report of: Councillor Rob Gledhill, Leader of the Council		
Accountable Director: Lyn Carpenter, Chief Executive		
This report is Public		

Executive Summary

This report seeks the agreement of Council to recruit a new Director of Environment & Highways.

1. Recommendation(s)

1.1 To approve in accordance with the Council's Constitution and the Pay Policy Statement:

Subject to the outcome of formal consultation, General Services Committee to make arrangements for the recruitment of a Director of Environment & Highways.

2. Introduction and Background

2.1 Consultation on a revised senior management structure commenced on the 18 September 2017 and concludes on 16 October 2017.

The proposed changes are intended to provide essential capacity for the delivery of the Council's strategic Place ambitions whilst simultaneously aligning accountability for the public realm priorities within a single new directorate.

The Senior Management restructuring in 2015 provided the foundation for the delivery of the council's ambitious transformation programme to meet the financial challenges and protect service delivery.

2.2 The Place agenda is huge in Thurrock. The new Local Plan, currently being refreshed, will develop this further. External review in the form of the LGA Peer Review team in 2016 agreed that our agenda was exciting and sound. But they also fed back that in order to maximise the benefits

and deliver the agenda, we needed to ensure we have the necessary capacity, behaviours and skills.

Thurrock has possibly the largest and most ambitious growth programme in the country. £6bn is being invested by the private sector in Thurrock. We have seen 7,000 new jobs created and 1,170 new businesses in the borough in recent years, in particular in ports and logistics, retail and creative industries. We anticipate the creation of a further 20,000 new jobs in the next 20 years and up to 30,000 new homes. Growth sits hand in hand with enhancing the place of Thurrock as a location to live and work. In particular ambitious plans for Purfleet, Grays and Tilbury will transform those places with a clear focus going forward on implementation and delivery. The 20 year vision for Thurrock's growth will be set out in the Local Plan.

'Clean it, Cut it, Fill it' is a key priority for members as issues around litter, unkempt green spaces and potholes have been a consistent cause of complaint from residents. The 2016 Residents Survey clearly stated that the highest priority for residents is the quality of the roads. Other key priorities for residents were a high quality Waste & Recycling service and the overall cleanliness of the borough. An additional £1m has been made available in 2017/18 to deliver the Clean it, Cut it, Fill it agenda – focusing on improving the borough's environment and highways.

The Lower Thames Crossing is the Council's top cross-party priority and with the agreement to have a task force to allow the flexibility to react to announcements whilst planning for future, supporting this is going to need additional capacity for many years to come.

While the Council remains opposed to any new crossing in the Borough, it has agreed to established a cross-party LTC task force including residents and businesses supporting the task force, ensuring the Council fulfils its planning and highways responsibilities, and protecting the interests of residents requires additional Senior capacity for many years to come.

- 2.3 In recognition of this the Council's senior management structures have been reviewed and the Chief Executive Officer has undertaken informal consultation with a wide range of officers. The outcomes of those discussions propose the creation of the following posts.

Key elements of the Proposal

- Create a new Director for Environment & Highways to bring together the operational elements of existing service areas to deliver a more cohesive and comprehensive service for residents. This post will report directly to the Chief Executive Officer.

- Delete the roles of Assistant Director, Environment and Assistant Director, Transportation & Highways.
- Create a new Assistant Director, Place Delivery to put in place the expertise and resources necessary to achieve the delivery programme including master plans for Grays, Tilbury and Purfleet and to ensure the Council delivers a new homebuilding programme to help meet the needs of residents. This post will report directly to the Corporate Director, Place.
- Create a new Assistant Director, LTC to lead the Council's programme management of the high profile Lower Thames Crossing in Thurrock. This will ensure the new crossing and road supports Thurrock's place making and growth priorities. This post will report directly to the Corporate Director, Place.

2.4 The restructuring proposals are cost neutral as the new Assistant Director roles will be met from capital scheme budgets and Highways England contributions. The balance of revenue funding from the two existing Assistant Directors roles will be utilised in the sub structure for the new Directorate.

2.5 Pay levels for the new roles will be assessed in accordance with the Council Pay Policy and Senior Manager pay scales.

3. Issues, Options and Analysis of Options

3.1 General Services Committee has responsibility for the discharge of employment functions including the selection of Chief Officers Roles.

3.2 The Council's Pay Policy requires Council approval to commence recruitment to Chief Officer posts.

4. Reasons for Recommendation

4.1 To ensure the arrangements for the implementation of the new senior structure are not delayed it is recommended that General Services Committee progress the selection process.

5. Consultation (including Overview and Scrutiny, if applicable)

5.1 None

6. Impact on corporate policies, priorities, performance and community impact

6.1 None

7. Implications

7.1 Financial

Implications verified by: **Sean Clark**
Director of Finance and IT

The proposal is that two Assistant Director posts currently funded from revenue are deleted and replaced with two new Assistant Director roles that will be largely be met from capital projects and HE contributions. The revenue funding freed up from these two posts will be utilised for the new Director post and providing additional support.

On this basis, the financial impact is cost neutral to the revenue budget.

7.2 Legal

Implications verified by: **David Lawson**
Monitoring Officer and Deputy Head of Legal Services

General Services Committee may discharge the final decision on the appointment of Chief Officers (except statutory Chief Officers/ Directors where the final decision on appointment shall be by Full Council upon recommendation of General Services Committee)

Additionally pursuant to the Authority' Pay Policy Statement prior agreement of Full Council is required for a recruitment exercise for "any new permanent, Chief Officer Role."

7.3 Diversity and Equality

Implications verified by: **Natalie Warren**
Community Development and Equalities Manager

Recruitment will be in accordance of the Council's policies

7.4 Other implications (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

None

8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

None

9. Appendices to the report

None

Report Author:

Lyn Carpenter
Chief Executive