

22 February 2016		ITEM: 6
General Services Committee		
Appointment of a Former Director		
Wards and communities affected: All	Key Decision: No	
Report of: Chief Executive		
Accountable Head of Service: Jackie Hinchliffe, Director of HR, OD and Transformation		
Accountable Director: Lyn Carpenter, Chief Executive		
This report is: exempt by virtue of Part 1 of Schedule 12 Local Government Act 1972 (as amended) because it contains information relating to an individual.		

EXECUTIVE SUMMARY

The Council needs to maintain the momentum on the consultation and opposition of Lower Thames Crossing which to date has been led by David Bull, Director of Planning & Transport. Members' approval is sought to the Council utilising David Bull post his retirement, in a part-time capacity on this project to maintain continuity and specialist expertise.

1. RECOMMENDATIONS:

- 1.1 Members are asked to agree to use David Bull's services from March 2016 as necessary to continue to support the opposition of the Lower Thames Crossing.**
- 1.2 Delegate to the Chief Executive the authority to complete the negotiation of terms for this engagement in consultation with the Group Leaders and in compliance with the Council's Pay Policy.**

2. INTRODUCTION AND BACKGROUND:

- 2.1** As Members will be aware David Bull is retiring at the end of February 2016. Mr Bull's post as Director of Planning & Transportation was replaced by the Corporate Director of Environment & Place which Members will be interviewing for on 1st & 2nd March. It is possible that the candidate will have a notice period of up to three months and therefore we may not have the Corporate Director in post until early June.

2.2 Mr Bull has been leading on the Council's response to the Lower Thames Crossing proposals and has been the key contact with national agencies. His specialist knowledge and experience is critical to the continuity of support for the Council in its opposition to the proposed new crossing.

3. ISSUES AND/OR OPTIONS:

3.1 It is recommended that the General Services Committee agree the principle of continuing to use Mr Bull's services from March and that authority be delegated to the Chief Executive to complete those negotiations in consultation with the Group Leaders.

4. CONSULTATION (including Overview and Scrutiny, if applicable)

4.1 The Leader has been consulted in preparing this report.

5. IMPACT ON CORPORATE POLICIES, PRIORITIES, PERFORMANCE AND COMMUNITY IMPACT

5.1 None.

6. IMPLICATIONS

6.1 Financial

Implications verified by: **Sean Clark**
Telephone and email: **01375 652010**
sclark@thurrock.gov.uk

The nature of this request is to be able to access professional advice and support on an as and when basis, reacting to developments. As such, it is not possible to provide an exact cost. However, the total amount of days is not expected to be more than twenty five and the budget, to be considered by Council on 24 February 2016, includes a budget of £50k to support such activity. Any cost will have to be contained within this amount.

6.2 Legal

Implications verified by: **David Lawson**
Telephone and email: **01375 652087**
dlawson@thurrock.gov.uk

Pursuant to Rule 13.3 the Authority' Annual Pay Policy Statement approved at January 2016 council meeting the Council will not normally re-engage, either in a contract of employment or a contract for services, any officer who has previously been paid a discretionary payment (via a settlement agreement or retirement package) on leaving the Council's employment. Only in exceptional

circumstances, and with the agreement of the Chief Executive and the General Services Committee, will such an arrangement be sanctioned. Due regard should be had to the Authority' procurement and employment rules to the extent that they are applicable to the consultancy service / position being sourced. Consideration should also be given to any requirement to abate of any relevant severance and / or pension payments.

6.3 **Diversity and Equality**

Implications verified by: **Natalie Warren**
Telephone and email: **01375 652942**
Nwarren@thurrock.gov.uk

Section 39 (1) (2) of the Equality Act 2010 creates equality provisions relating to employment. This includes provisions covering access to opportunities for Employment, promotion, transfer or training or for receiving any other benefit, facility or service. In this context the re-engagement of former employees can, in some circumstances, provide practical solutions to specific work or staffing needs. Former employees may also have a wealth of knowledge about and experience of specific projects and work.

6.4 **Other implications (where significant) – i.e. Section 17, Risk Assessment, Health Impact Assessment, Sustainability, IT, Environmental**

None

7. **CONCLUSION**

7.1 There is a need for additional resources to continue the council's opposition to the Lower Thames Crossing proposal.

BACKGROUND PAPERS USED IN PREPARING THIS REPORT:

- None specific.

APPENDICES TO THIS REPORT:

- N/A

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