

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

24th June 2019

Report of the Head of Human Resources – Sheenagh Rees

SECTION A – MATTER FOR DECISION

WARDS AFFECTED – ALL

Director of Environment Appointment

Purpose of the Report

1. To seek Member approval to recruit to the post of Director of Environment via external advertisement.

Executive Summary

2. This report sets out proposed actions to appoint to the post of Director of Environment, upon the retirement of the current post holder.

Background information

3. Mr Gareth Nutt, the current Director of Environment, has announced his intention to retire from his employment with the Council in January 2020.

Appointment arrangements

4. It is a statutory requirement (Standing Order (Wales) Amendment Regulations 2014) that Local Authorities publicly advertise vacancies with salaries of £100,000 or more.
5. It is therefore proposed to advertise the post for appointment, via a national advertisement in July 2019 with a closing date for the end of August, to take account of the summer holiday period. Arrangements will be made for a special meeting of full Council to determine the appointment in early October 2019. At this level, a successful appointee may have to give their current employer up to three months' notice of their resignation, so this timescale will ensure a seamless transition between current and future arrangements.

Financial impact

6. There will be costs associated with external advertising.

Integrated impact assessment

7. There is no requirement for an Integrated Impact Assessment in respect of this particular report.

Workforce impacts

8. The appointment process will be carried out in line with Council policy and procedure, ensuring fairness and transparency in the appointment process.

Legal impacts

9. It is a statutory requirement that a post attracting a salary in excess of £100,000 is advertised 'publicly'.

Risk Management

10. The timetable set out in this report will minimise any risks associated with a time lag between retirement of the current postholder and appointment of a replacement.

Consultation

11. There is no requirement for consultation in relation to this item.

Recommendation

12. It is recommended that Members approve the proposal to recruit to the post of Director of Environment via external advertising.

FOR DECISION

Implementation of Decision

13. The decision is proposed for implementation after the three day call in period.

Officer contact

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