

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

2nd April 2025

Report of the Director of Environment and Regeneration

Matter for Decision

Wards Affected: All Wards

Head of Engineering and Transport

Purpose of the Report:

To authorise the recruitment to the Head of Engineering and Transport on an interim 'acting up' basis of up to 12 months.

Summary of Proposals:

This report seeks authorisation to recruit for the Head of Engineering and Transport on an interim 'acting up' basis for up to 12 months. An interim appointment will facilitate a thorough evaluation and potential restructuring to ensure the service aligns with strategic objectives.

The recruitment process will be overseen by the Special Appointments Committee. Expressions of interest in this 'acting up' opportunity will be sought from qualified and experienced accountable managers within the Environment and Regeneration Directorate.

Proposals:

The Head of Engineering and Transport will retire on 21st April 2025. This report seeks approval to recruit on an interim 'acting up' basis for up to 12 months to allow for a service review.

It is proposed that the council does not seek to recruit permanently for the Head of Engineering and Transport position at this time. Due to the various complexities within the directorate, there is a need to review the organisational design of the service to ensure that it is fit for purpose before making a long-

term appointment. This interim arrangement will allow for a thorough evaluation and any necessary restructuring to better align with the directorate's strategic objectives.

If approved, the 'acting up' appointment will be overseen by the Special Appointments Committee.

Appointment of Heads of Service

The Neath Port Talbot County Borough Council Constitution sets out that the appointment of a Head of Service is vested in the Special Appointments Committee.

Expressions of interest

It is proposed to seek expressions of interest in acting up from a ring-fence of suitably qualified and experienced accountable managers employed within the Environment and Regeneration Directorate.

Financial Impacts:

There are no financial impacts associated with this report.

Integrated Impact Assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at Appendix 3, has indicated that a more in-depth assessment is not required. A full impact assessment is not required as there is no impact on any protected group. It also has no negative impact on biodiversity or the Welsh Language".

Valleys Communities Impacts:

No implications

Workforce Impacts:

This appointment process will be conducted in line with the Council's Officer Employment Procedure Rules.

Legal Impacts:

No implications

Risk Management Impacts:

An interim 'acting up' appointment will ensure stability in the service in the short term and enable a thorough consideration and review of the organisational design of the service.

Consultation:

There is no requirement for external consultation on this item.

Recommendations:

It is recommended that having due regard to the Integrated Impact Screening Assessment that Council:

- a) authorises the Director of Environment and Regeneration and the Head of People and Organisational Development to advertise this interim 'acting up' opportunity on a restricted internal basis across the Environment and Regeneration Directorate with recruitment and selection to be overseen by the Special Appointments Committee
- b) approves the salary to apply to the post, in line with the NPT Head of Service Pay Grade that ranges from £84,015 per annum to £92,207 per annum and delegates authority to the Special Appointments Committee to determine the starting salary to be offered to successful candidate within the parameters of the pay grade.

Reasons for Proposed Decision:

The reason for this proposed decision is to ensure effective interim arrangements are in place to cover the management and leadership responsibilities of the Head of Engineering and Transport.

Implementation of Decision:

The decision is proposed for immediate implementation.

Appendices:

Appendix 1 – Integrated Impact Screening Assessment

List of Background Papers:

- The Constitution of Neath Port Talbot County Borough Council
- The Local Authorities (Standing Orders) (Wales) Amendment Regulations 2014

Officer Contact: Nicola Pearce, Director of Environment and Regeneration,
email: n.pearce@npt.gov.uk