



North Devon Council

Report Date: 26th July 2021

Topic: Appointment of Director of Resources / Deputy Chief Executive/s151 officer

Report by: Chief Executive

1. INTRODUCTION

- 1.1. The Appointments Committee have carried out an interview process to appoint the post of Director of Resources/Deputy Chief Executive and the recommendations below reflect their decision.
- 1.2. The appointment requires ratification by Full Council as it is a statutory Chief Officer post, carrying the s151 officer role

2. RECOMMENDATIONS

- 2.1. That the salary for Director of Resources/Deputy Chief Executive be set at £80,000,
- 2.2. That Jon Triggs be appointed to the role, which also carries the role of s151 officer.
- 2.3. The appointment to commence on the 27th July 2021.

3. REASONS FOR RECOMMENDATIONS

- 3.1. The salary has been set after taking advice from the LGA and after considering salaries for similar posts within the area.
- 3.2. To give effect to the recommendations of the Appointments Committee.

4. REPORT

- 4.1. As members will be aware from the previously provided updates, the Chief Executive has commenced a restructure of the senior management team within the Council.
- 4.2. The purpose behind the restructure is to create capacity within the senior team, to align responsibilities more closely with corporate objectives and to embed the Council's new Behaviour Framework within the organisation.
- 4.3. The proposed new structure is shown on Appendix 1 and the Behaviour Framework is also provided at Appendix 2 for information.
- 4.4. Members will note that 7 new Head of Service posts are being created together with the Director of Resources post. All of the posts are being

advertised externally but officers already employed by the Council have been encouraged to apply.

- 4.5. The Job Descriptions for each Head of Service are very similar with the main difference between them being the fact that each will have specific responsibilities in relation to specific corporate priorities.
- 4.6. The posts have been advertised at the following salaries:-

Chief Executive (for comparison)	94,323
Director of Resources	80,000
Head of Service	£53,440 - £65,649

- 4.7. The new structure aligns with the corporate priorities so far as possible and seeks to provide resource to enable critical agendas to be moved forward.
- 4.8. It is accepted that capacity needs to be built into particular areas in the remainder of the structure and so as a first step, new Heads of Service will be asked to look at the teams below them to see where the gaps in resource are and how those gaps may be filled.
- 4.9. The costs of the restructure are being met from existing salary budgets.
- 4.10. The first post to be recruited to is the Director of Resources/Deputy Chief Executive. The post was advertised externally and, following shortlisting, interviews were conducted by the Appointments Committee. Their recommendation to Full Council is that Jon Triggs, the current Head of resources, be appointed to the role, a recommendation supported by the Chief Executive.

5. RESOURCE IMPLICATIONS

- 5.1. The salary costs of this post, and the new posts being created, are being met from existing salary budgets.

6. EQUALITIES ASSESSMENT

- 6.1. (Please detail if there are/are not any equalities implications anticipated as a result of this report. If so, please complete the Equality Impact Assessment Summary form available on Insite and email to the Corporate and Community Services Team at equality@northdevon.gov.uk).
There are none



7. CONSTITUTIONAL CONTEXT

- 7.1. Article 4.5.11 states that the appointment of the Chief Finance Officer (s151) is a function of Full Council and the Council's employment Rules say similarly.

8. STATEMENT OF CONFIDENTIALITY

- 8.1. This report contains no confidential information or exempt information under the provisions of Schedule 12A of 1972 Act.

9. BACKGROUND PAPERS

- 9.1. The following background papers were used in the preparation of this report:
(The background papers are available for inspection and kept by the author of the report).
None

10. STATEMENT OF INTERNAL ADVICE

- 10.1. The author (below) confirms that advice has been taken from all appropriate Councillors and Officers: HR Manager