

Subject:	Arrangements for the Appointment of an Interim Director of Regeneration and Growth
Director:	Alison Knight – Executive Director - Neighbourhoods
Contribution towards Vision 2030:	
Contact Officer(s):	Sue Stanhope – Interim Director of Human Resources

DECISION RECOMMENDATIONS

- 1) To note the decision of the Amy Harhoff to take maternity leave on 6th March 2020 and then subsequently resign as Director of Regeneration and Growth Council on 25th June 2020
- 2) To approve arrangements to fill the post of Director of Regeneration and Growth on an acting up basis.
- 3) To approve Tammy Stokes acting into the role of Director of Regeneration and Growth for a period of six months from the 9th March 2020.

1 PURPOSE OF THE REPORT

- 1.1 On 6th March 2020 Amy Harhoff started a period of maternity leave from the Council. In order to cover this period of maternity leave the opportunity to act up into the position of Director of Regeneration and Growth was offered through a competitive process to all service managers in the service area.
- 1.2 The Chief Executive is now requested to approve the acting up arrangements for this post.

2 IMPLICATIONS FOR THE VISION 2030

- 2.1 Ambition 10. Sandwell now has a national reputation for getting things done, focussing on what really matters in people's lives and communities.
- 2.2 By fulfilling this post on an interim basis, the post holder will focus on ensuring that Ambition 10 is achieved.

3 BACKGROUND AND MAIN CONSIDERATIONS

- 3.1 Following the announcement by Ms Harhoff that she was intending to take a period of maternity leave it was decided to look within the Council to appoint someone on an acting up basis to the role of Director of Regeneration and Growth to cover the maternity leave of the incumbent Director of Regeneration and Growth. The role is expected to be 6 months to include a handover period End February – and phased return in September 2020.
- 3.2 This opportunity was offered only to Service Managers in the Neighbourhoods Directorate in the first instance.
- 3.3 This period of maternity leave came at a particularly busy time and transformational point for the directorate, as Sandwell progresses several significant investment programmes, key Council wide policy agendas through the inclusive growth programme and continue to deliver on a high performing operation functions.
- 3.4 Applications were sought through an expression of interest form which invited potential candidates to detail their knowledge, skills and experience and their suitability for the role. The job description for the role is attached for information.
- 3.5 On receipt of three applications, a panel consisting of the Executive Director – Neighbourhoods, Interim Director of HR and Director of Regeneration and Growth considered all EOI's received and with the candidate/s.

- 3.6 The panel decided that Tammy Stokes was the successful candidate and proposed that she should act up into the position for an initial period of six months. A copy of her expression of interest is attached for information.

4 THE CURRENT POSITION

- 4.1 Approval is sought for Tammy Stokes to act up into the role of Director Regeneration and Growth for a period of 6 months.
- 4.2 After the process of interviews was completed and the acting up had commenced, Ms Harhoff submitted her resignation to take up a position at another local authority.

5 CONSULTATION (CUSTOMERS AND OTHER STAKEHOLDERS)

- 5.1 In accordance with Part 4 of the Council's Constitution (Employment Procedure Rules), the relevant Cabinet Members were consulted on the proposed acting up arrangement.

6 STRATEGIC RESOURCE IMPLICATIONS

- 6.1 The budget is in place for the role and this proposal will be met from that budget.

7 LEGAL AND GOVERNANCE CONSIDERATIONS

- 7.1 The Chief Executive can make this decision under delegated powers for a period of six months at which time it will be reviewed.

8 EQUALITY IMPACT ASSESSMENT

- 8.1 The recommendations contained within this report have not identified any issues which would discriminate against any disadvantaged or vulnerable persons

9 DATA PROTECTION IMPACT ASSESSMENT

- 9.1 This report does not relate to the collection of personal information and therefore a privacy impact assessment is not required.

10 CRIME AND DISORDER AND RISK ASSESSMENT

- 11.1 There are no specific crime and disorder implications arising from the contents of this report.

12 **SUSTAINABILITY OF PROPOSALS**

12.1 There are no sustainability issues connected to the recommendations contained within this report.

13 **HEALTH AND WELLBEING IMPLICATIONS (INCLUDING SOCIAL VALUE)**

13.1 There are no specific health and wellbeing implications arising from the contents of this report

14 **IMPACT ON ANY COUNCIL MANAGED PROPERTY OR LAND**

14.1 There are no specific impacts on any council managed land or property.

15 **CONCLUSIONS AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS**

15.1 On 8th April Ms Harhoff left on maternity leave, she subsequently submitted her resignation and is leaving the Council on the 25th June 2020. The Chief Executive is now requested to approve the acting up of Tammy Stokes into the role of Director Regeneration and Growth for a period of 6 months.

16 **BACKGROUND PAPERS**

16.1 None.

17 **Appendix**

1. Expression of Interest for the acting up opportunity in respect of the Interim Director of Regeneration and Growth