

RECORD OF DECISION MADE UNDER DELEGATED AUTHORITY

***PART 1 – PUBLIC DOCUMENT**

Any interest to declare/ or conflict and any dispensation granted *None*

SERVICE DIRECTORATE: MANAGING DIRECTOR

1. DECISION TAKEN

1.1 To extend the secondment of the Service Director Housing and Environmental Health to 31 March 2025.

1.2 To continue the temporary Leadership Team arrangements for the reporting lines of the Housing, Environmental Health, Licensing and Community Safety teams under the Service Director for Housing and Environmental Health until 31 March 2025.

1.3 To make consequential amendments to the relevant sections of the Constitution and delegations, to reflect the above.

2. DECISION TAKER

Anthony Roche, Managing Director

3. DATE DECISION TAKEN: 18th December 2024

4. REASON FOR DECISION

4.1 There are current and ongoing capacity and resourcing issues with the leadership team, which the Managing Director is looking at options to address. The current temporary Service Director post is due to end on 13 February 2025 and it has been agreed to extend that arrangement to 31 March 2025 to allow more time to consider options to address the capacity issues within the Leadership Team. The current temporary change of reporting lines, from the Service Directors Regulatory and Legal and Community, will be extended to the same date in order to alleviate capacity issues in those areas.

5. ALTERNATIVE OPTIONS CONSIDERED

5.1 Alternatives could have been to revert to the substantive structure, or look for alternative temporary arrangements. However given the extension is for a short period of time it makes most sense to extend the current temporary arrangement.

6. CONSULTATION (INCLUDING THE EFFECT ON STAKEHOLDERS, PARTNERS AND THE PUBLIC)

6.1 The Leader, Deputy Leader and relevant Executive Members have been consulted on the proposals and are in agreement with extending the temporary arrangements.

6.2 The Service Directors for Regulatory, Legal and Community, and Housing and Environmental Health, have been consulted on the proposals and are in agreement with extending the temporary arrangements.

6.3 The Housing, Environmental Health, Licensing and Community Safety Managers have been consulted on the proposals and are in agreement with extending the temporary arrangements.

6.4 The HR Services manager has advised that as this is a temporary arrangement and all parties are in agreement, a formal consultation process with affected staff is not required.

7. FORWARD PLAN

7.1 This decision is not a key Executive decision and has therefore not been referred to in the Forward Plan.

8. BACKGROUND/ RELEVANT CONSIDERATIONS

8.1 The Service Director Housing and Environmental Health was originally appointed on 14 August 2023, on secondment from Hertfordshire County Council, in order to alleviate pressure on the Service Director Regulatory. A further temporary arrangement was later implemented on 29 July 2024 in order to help address resourcing challenges for the Service Director Legal and Community. Those pressures and challenges remain.

8.2 The Managing Director is currently looking at options for how to address the capacity issues within the Leadership Team, alongside the budget process for 2025/26. Extending the secondment until 31 March 2025 allows a short period of additional time in order to facilitate those considerations. The extension of the secondment has been agreed by Hertfordshire County Council.

9. LEGAL IMPLICATIONS

9.1. Paragraph 14.6.5(a)(i)B of the Council Constitution sets out that the Managing Director shall exercise the following functions:-

To carry out the duties of the Head of Paid Service (section 4 of the Local Government & Housing Act 1989) which includes all necessary powers for:

B Exercising overall managerial responsibility for staff.

The above is a non-Executive function.

9.2. Section 14.6 of the Council's Constitution (the Scheme of Delegation to Officers) will need to be updated to reflect the temporary restructure arrangements.. The Monitoring Officer will be able to do this under existing delegated authority as per section 2.6.2 (d) for practical purposes, in order to ensure the proper administration of the Council. The Managing Director can, however, in effect exercise/ instruct the Monitoring Officer to do this under section 14.6.2(f). A link through to this decision will be provided to the next Council meeting in compliance with section 2.6.3.

10. FINANCIAL IMPLICATIONS

10.1. There is an additional cost in order to extend the secondment of £13,948.76. This will be funded from the salary underspend budget carried forward from previous years which has been used to fund the Service Director Housing and Environmental Health post.

11. RISK IMPLICATIONS

11.1 Good Risk Management supports and enhances the decision-making process, increasing the likelihood of the Council meeting its objectives and enabling it to

respond quickly and effectively to change. When taking decisions, risks and opportunities must be considered.

- 11.2. There is a risk that not proceeding with extending the temporary arrangements will mean that the support required (in particular by the Legal Services team) is not in place and the team is unable to support the operation of the Council.

12. EQUALITIES IMPLICATIONS

- 12.1 There are no equalities implications from this restructure. A failure to address the challenges faced by the Legal and Community team could have had equalities implications for individuals within that directorate.

13. SOCIAL VALUE IMPLICATIONS

- 13.1 The Social Value Act and “go local” policy do not apply to this decision.

14. ENVIRONMENTAL IMPLICATIONS

- 14.1. There are no known Environmental impacts or requirements that apply to this decision.

15. HUMAN RESOURCE IMPLICATIONS

- 15.1 As this is extending a temporary restructure with all parties in agreement a formal consultation process is not required.

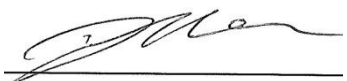
16. BACKGROUND PAPERS

- 16.1 None.


17. APPENDICES

- 17.1 None.

NOTIFICATION DATE XXXX

Signature of the Leader.....

Date: 18th December 2024

Signature of Decision Taker

Please Note: that *unless urgency provisions apply* EXECUTIVE decisions cannot be implemented until 5 clear working days have elapsed after the decision has been taken to allow for scrutiny call-in.

Call-in does not apply to NON-EXECUTIVE DECISIONS