



Constitution & General Purposes Committee Meeting

12 January 2023

Title	Temporary Recruitment to Post of Assistant Director, Development and Economy
Report of	Director of Growth
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	None
Officer Contact Details	Stephen McDonald, Director of Growth, 020 8359 2172, Stephen.McDonald@barnet.gov.uk

Summary

This paper seeks committee approval to extend the temporary contract of the Interim Assistant Director - Development and Economy until June 2023 to backfill the secondment period of the postholder to cover the post of Director, Brent Cross.

Officers Recommendations

1. That the Committee authorises the extension of the temporary contract of the Interim Assistant Director Development and Economy until June 2023 to backfill the secondment period of the postholder to cover the post of Director, Brent Cross.
2. That the Committee delegates authority to the Director of Growth to extend the contract again if necessary because of further extensions of the secondment of the permanent postholder

1. Why this report is needed

- 1.1 Constitution & General Purposes Committee gave permission on 6th January 2022 to recruit for on a temporary fixed term contract of up to 12 months to the post of Assistant Director (AD) Development and Economy, which reports to the Director of Growth.
- 1.2 The paper set out proposed changes to the Council staffing structure to backfill this key post whilst the postholder is undertaking a secondment to the post of Brent Cross Director which is also key to the business continuity of the organisation.
- 1.3 The AD Development and Economy leads and manages regeneration, town centres, business recovery (post-COVID) and economic development; employment and skills; and have client responsibility for planning and housing. The salary grade is Level 6 £94,685 - £115,352

2. Reasons for recommendations

- 2.1 This approach is being recommended because of the secondment of the current AD Development and Economy to the post of Director, Brent Cross Programme, which became vacant at the end of January 2022, leaving a vacancy.
- 2.2 The term of the post is being extended to June 2023 to reflect the ongoing delivery of the council's growth and regeneration programme. In particular, the substantive post holder is currently seconded to Direct the Brent Cross Cricklewood Regeneration Programme, which includes delivery of the Brent Cross West Midland Mainline Station Programme. Whilst station construction is due to be complete at the end of 2022, the process of commissioning and putting it in to full and safe operational service will extend into 2023. The effect of this is that the substantive post holder's secondment is being extended from January 2023 to mid-2023, creating an associated requirement to extend the contract for the contractor backfilling the substantive AD Development and Economy post by a corresponding amount of time
- 2.3 As Members will be aware, Brent Cross is complex and challenging and proper management of the programme is a key risk mitigation. The secondment to this role will continue until a permanent recruitment can take place.
- 2.4 However, seconding the AD Development and Economy, in turn, created a vacancy to this senior role, which has lead responsibility for:
 - Implementing the Council's Growth Strategy (aside from the Brent Cross Development)
 - Driving the Council's programme for supporting local economic recovery (post COVID)
 - Actively redressing the decline of the borough's major town centres, and leading work to reinvent and reinvigorate them
 - Overseeing Re's development and delivery of the Local Plan, and delivery of the Council's planning service and estate regeneration programme

- Commissioning initiatives that deliver council and community priorities at pace, including a pipeline of future estate and urban regeneration projects; town centre SPDs, etc.
- Leading regeneration and planning delivery teams, directly and through our strategic partnerships with Barnet Homes and Re
- Overseeing the Council's housing responsibilities, maintaining a strong relationship with our strategic housing partner, Barnet Homes
- Ensuring that Council's growth ambitions are reflected in the Council's wider strategies and plans across all service areas, and that the Growth Strategy is directly contributing to wider council corporate priorities
- Seeking to exploit income-generating opportunities through commercially-savvy implementation of the Council's Growth Strategy and thereby materially contributing to the MTFs
- Leading the Council's approach to digital infrastructure and Smart Cities to support residents, business growth, investment, and the Council's income objectives
- Co-ordinating the Council's service requirements to ensure a 'one council' approach to the design and delivery of regeneration projects and programmes • Anticipating and managing risks and issues relating to all aspects of the service.
- Developing internal and external networks in promotion of the Council's growth agenda
- Pro-actively engaging stakeholders – foremost members – in relevant strategy and policy develop

3. Alternative options considered and not recommended

- 3.1 Do nothing: The Constitution and General Purposes Committee could choose not to authorise the extension of the contract and leave the AD Development and Economy vacant, subject to permanent recruitment of a replacement Brent Cross programme director, but this would result in a lack of sufficient leadership capacity within the Growth team to maintain delivery of the Growth Strategy.

4. Post decision implementation

- 4.1 Should the Committee approve the proposed extension, the contract of the current postholder will be extended to the end of June 2023.

5. Implications of decision

5.1 Corporate Priorities and Performance

- 5.1.1 [The Barnet Plan](#) details the council's strategic approach. The Growth Directorate is the main corporate engine for the Thriving priority in the Barnet Plan. Growth brings

together the council's regeneration, planning, housing, and estates services, and is responsible for developing council infrastructure, such as schools and leisure centres. In addition, the directorate facilitates the delivery of skills and employment programmes, fosters economic development, and provides business support.

5.1.2 The [Growth Strategy](#) responds to expected economic, social and environmental trends to 2030, including a growing population, changes in the employment market and how we work, changes in how we use our high streets, as well as environmental concerns. It sets out how we will offer greater local opportunities, create better places, encourage more active lifestyles and over time increase the health and well-being of Barnet's residents.

5.2 **Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**

5.2.1 The AD Development and Economy is funded from the existing growth budget allocation following from the Housing and Growth Committee approval of the Growth Strategy in January 2020.

5.3 **Legal and Constitutional References**

5.3.1 In accordance with Article 7 of the Council's Constitution, the Constitution and General Purposes Committee has responsibilities for staffing matters other than those within the remit of the Chief Officer Appointment Panel.

5.3.2 The HR Regulations state: Section 2.1 Officer Employment Procedure Rules Sections 2.1.3 to 2.1.5 are subject to the following restriction: No vacant posts at Assistant Director level or above shall be advertised or recruited to without prior Committee approval. As the Committee only approved a one year contract it is appropriate to ask the Committee to approve the extension.

5.4 **Insight**

N/A

5.5 **Social Value**

5.5.1 The Public Services (Social Value) Act 2013 requires people who commission public services to think about how they can also secure wider social, economic, and environmental benefits. The Assistant Director – Development and Economy role has been expressly created to enhance the ability of the Council to secure wider economic

5.6 **Risk Management**

5.6.1 The Assistant Director role is currently funded.

5.7 **Equalities and Diversity**

5.7.1 The statutory grounds of the public sector equality duty are found at section 149 of the Equality Act 2010 and are as follows:

5.7.2 A public authority must, in the exercise of its functions, have due regard to the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5.8 Corporate Parenting

5.8.1 The changes have no direct impact on looked after children or care leavers

5.9 Consultation and Engagement

5.9.1 N/A

5.10 Environmental Impact

5.10.1 There are no direct environmental implications from noting the recommendations. Implementing the recommendations in the report will lead to a positive impact on the Council's carbon and ecology impact, or at least it is neutral.

6. Background papers

- 6.1 Urgency Committee, 23 July 2020, Creation of New Post: Assistant Director Economy and Development:
<https://barnet.moderngov.co.uk/documents/s59529/Creation%20of%20Assistant%20Director%20Economy%20and%20Development%20Post.pdf>
- 6.2 Constitution & General Purposes Committee, 6 January 2022, Temporary Recruitment to Post of Assistant Director Development and Economy:
<https://barnet.moderngov.co.uk/documents/b37898/Temporary%20recruitment%20to%20post%20of%20Assistant%20Director%20Development%20and%20Economy%20Report%2006th-Jan-2022%201.pdf?T=9>