
Report To:	Policy & Resources Committee	Date:	20 September 2016
Report By:	Chief Executive	Report No:	HR/21/16/SMC
Contact Officer:	Steven McNab	Contact No:	01475 712015
Subject:	Ongoing cover for vacant post of Riverside Inverclyde's CEO		

1.0 PURPOSE

- 1.1 The purpose of this report is to update the Committee on the arrangements for covering the post of Riverside Inverclyde's (ri) CEO position following the appointment of Mr Aubrey Fawcett as the Council's new Chief Executive.

2.0 SUMMARY

- 2.1 The Policy and Resources Committee, at its meeting on 18 November 2014, agreed that the Corporate Director Environment, Regeneration and Resources be allocated the additional responsibility of ri's CEO up to no later than March 2017.
- 2.2 It should be borne in mind that the Council's management structure approved in 2012 includes provision for 2.5 full time equivalents (FTE) Council funded Corporate Directors and was not designed to incorporate management capacity for the Riverside Inverclyde CEO role on a temporary or permanent basis or to cope with additional significant major initiatives such as the City Deal.
- 2.3 Following the appointment of Mr Aubrey Fawcett to the Council's Chief Executive position it is proposed that appropriate management arrangements are now put in place to cover the position of ri's CEO.
- 2.4 Following discussion with the Chairperson of Riverside Inverclyde, appropriate management arrangements will be put in place at Riverside Inverclyde to cover the CEO's position. The new Corporate Director Environment, Regeneration and Resources will take on the Accountable Officer role on behalf of Inverclyde Council, which is currently held by the Council's Chief Executive.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that:
- the Committee notes that appropriate management arrangements will be put in place at Riverside Inverclyde; and
 - the Accountable Officer duties for Riverside Inverclyde be undertaken by the Corporate Director Environment, Regeneration and Resources.

Steven McNab
Head of Organisational Development,
Human Resources and Communications

4.0 BACKGROUND

- 4.1 A report was previously agreed by the Policy and Resources Committee on 18th November 2014 which outlined the proposals to cover the CEO of Riverside Inverclyde. The Committee agreed that the Corporate Director Environment, Regeneration & Resources would, in parallel, take on the additional responsibility of Riverside Inverclyde's CEO to coincide with the end of the current Single Operating Plan, up to a maximum of March 2017.
- 4.2 Following the recent recruitment process, Mr Aubrey Fawcett has been successful in being appointed the Council's Chief Executive and will take up post from 20th September 2016 leaving the Corporate Director's post vacant.
- 4.3 Arrangements are currently being made to recruit a new Corporate Director of Environment, Regeneration & Resources and it is anticipated that a successful candidate will be known in October 2016.
- 4.4 It needs to be recognised that a longer term arrangement for filling the vacancy of Riverside Inverclyde' CEO requires to be progressed. In addition it must be borne in mind that the Council's management structure approved in 2012 includes provision for 2.5 full time equivalents (FTE) Council funded Corporate Directors and was not designed to incorporate management capacity for the Riverside Inverclyde CEO role on a temporary or permanent basis or to cope with additional significant major initiatives such as the City Deal.
- 4.5 Accordingly, following discussion with the Chairperson of Riverside Inverclyde, appropriate management arrangements will be put in place at Riverside Inverclyde and the new Corporate Director Environment, Regeneration and Resources will take on the Accountable Officer role on behalf of Inverclyde Council, which is currently held by the Council's Chief Executive.

5.0 PROPOSALS

- 5.1 It is proposed that the Committee notes that appropriate management arrangements will be put in place at Riverside Inverclyde and that the new Corporate Director Environment, Regeneration and Resources, will take on the Accountable Officer role on behalf of Inverclyde Council, which is currently held by the Council's Chief Executive.

7.0 IMPLICATIONS

Finance

- 7.1 There is currently a recharge of a percentage of the Corporate Director's costs to Riverside Inverclyde which will cease once appropriate management arrangements are put in place.

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (if Applicable)	Other Comments
N/A					

Legal

7.2 As outlined in the report.

Human Resources

7.3 As outlined in the report.

Equalities

7.4 Has an Equality Impact Assessment been carried out?

YES (see attached appendix)

NO - This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

Repopulation

7.5 This proposal ensures that the ongoing management of Riverside Inverclyde is maintained and regeneration programmes, which contribute to the repopulation of Inverclyde, are progressed.

8.0 CONSULTATIONS

8.1 Riverside Inverclyde and Scottish Enterprise have been consulted in respect of this proposal.