
EXCERPT FROM THE MINUTES OF THE EMPLOYMENT PANEL HELD ON 8 JULY 2011

EMP.25/11 ASSISTANT DIRECTOR – VACANCY MANAGEMENT AND CAPACITY REPORT

The Strategic Director presented report SD.06/11 which responded to the resolution passed by Council (C.25/11) at its meeting on 11 January 2011.

The Strategic Director outlined the Council resolution of 14 January which asked the Employment Panel to consider the capacity at Assistant Director level of the Council's staffing structure and the future of the Assistant Director (Economic Development) post. He then summarised issues which had a bearing on the future senior management arrangements within the City Council. He highlighted the Management Team Restructure which took place in 2009 and reduced the management costs by approximately £650,000 and significantly reduced the average cost per head of population.

He added that a key role for the Assistant Directors was the implementation of the revised Corporate Plan 2010-2013 which assigned 19 specific actions to the Assistant Directors and Portfolio Holders and was a core function of their role.

The Strategic Director reminded the Panel that the Assistant Directors were key to the delivery of the Transformation Programme and each had devised their own transformation actions to drive forward whilst seeking to build further accountability and resilience within service areas.

The Strategic Director explained each of the options available to the Panel, as set out in the report, with regard to the Assistant Director (Economic Development) post and outlined the opportunities and risks associated with each option.

A Member commented that it was clear from the report that the Senior Management structure that had been set up in 2009 was still appropriate, sensible and necessary for the Authority to move forward. He did, however, request more information to show that the structure was still 'fit for purpose' and appropriate for the future of the Council. A Member reminded the Panel that there had been some debate regarding the Senior Management Team's ability to be interchangeable and share roles when necessary.

The Strategic Director confirmed that part of the recruitment process for the Senior Management Team had been to ensure that managers had the ability to be flexible and manage a host of services when required. He felt it was also appropriate to employ members of the Senior Management Team who had specific skills where necessary. The role of interim Assistant Director (Economic Development) had allowed for a full re-structure of the Economic Development section including Carlisle Renaissance and the Tourism Partnership, supported the City Centre Tourism bid and progressed the Local Development Framework. He felt that the post should be

filled to continue the work that had been started and to take the Economic Development Directorate into the future.

RESOLVED – That the Employment Panel recommends to the City Council that the current Assistant Director structure be retained and that an external recruitment process is put in place to permanently appoint to the post of Assistant Director (Economic Development).