Bath & North East Somerset Council	
MEETING: **Restructuring Implementation Committee** DATE: **22ⁿᵈ February 2021**	AGENDA ITEM NUMBER
TITLE: **2x Director appointments**	
WARD: ALL	
REPORT OF CHIEF EXECUTIVE	

1 THE ISSUE

1.1 To seek the Committee's approval of the appointment to two Director posts that both report directly to the Chief Executive.

2 RECOMMENDATION

2.1 That the RIC be convened on 22 February 2021 to consider the appointments in consultation with the Chief Executive to the new posts of Director of Sustainable Communities and the Director of People & Policy.

3 FINANCIAL IMPLICATIONS

3.1 The posts have been ringfenced due to the senior management restructure and have been costed as part of that new structure.

4 THE REPORT

4.1 The Chief Executive launched consultation on a new senior management structure on 12 January 2021, in accordance with the B&NES Organisational Change Policy. This consultation ended on 1 February. The new structure includes 9 Director level posts. Of these, 5 have been filled by a slotting process. There are 4 remaining posts to be filled.

4.2 Two current Directors were placed "at risk" of redundancy on 12 January and were invited to express an interest in roles they had been ringfenced to.

4.3 The expressions of interest are included in Appendix 1 which is exempt.

4.4 The RIC forms the interview panel, chaired by Councillor Dine Romero, Leader of the Council, to interview each candidate as part of the restructuring process.

4 EQUALITIES AND RISK MANAGEMENT

The Organisational Change Policy was the subject of full Risk Assessment at the time it was adopted by the Council.

All applicants will be treated fairly and in accordance with the Council's policy.

5   ADVICE SOUGHT

5.1 The Council's Monitoring Officer has had the opportunity to input to this report and has cleared it for circulation.

Contact person	*Will Godfrey (Tel: 01225 477203)*
Background papers	**None**
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