



Report to the Partnership for Urban South Hampshire Joint Committee

Date: 15 September 2009

Report of: Brad Roynon, Chief Executive, Southampton City Council
Chairman of the PUSH Programme Board

Subject: PUSH INTERIM MANAGEMENT ARRANGEMENTS

SUMMARY

The current PUSH Managing Director is returning to the County Council to take up a new role with the Environment Department, and therefore PUSH now needs to make new arrangements to fill this role.

RECOMMENDATION

It is recommended that the Joint Committee:-

1. **AUTHORISES** the recruitment of a new PUSH Managing Director as proposed and appoints the Chairman and Vice Chairmen, together with the Chairman of the Programme Board, to form a Final Selection Panel to make the appointment;
2. **APPROVES** the proposed interim management arrangements set out in the report, and authorises the placing of a contract with Julian Lomas of Almondree Strategic Consulting, as a single tender award, on the basis of the submitted proposal set out in the Confidential Annex to the report;
3. **AUTHORISES** the County Council to act on behalf of PUSH in the appointment of a new Managing Director, and the procurement of interim management arrangements; and

4. **DELEGATES** authority to the Chairman of the PUSH Programme Board, to make all the necessary arrangements for the recruitment of a new PUSH Managing Director and to establish the approved interim PUSH management arrangements.

INTRODUCTION

1. As members are aware, the current PUSH Managing Director is returning to the County Council to take up a new role with the Environment Department, and therefore PUSH now needs to make new arrangements to fill this role.

PROPOSALS

2. It is intended that a new PUSH Managing Director should be recruited as a matter of urgency. Work is underway on preparing a national advert and a job-recruitment pack for the post, and it is intended that this should be published in September. The previous recruitment process for the Managing Director post involved a final selection panel comprising the Chairman and Vice Chairmen of PUSH, together with the Chairman of the PUSH Programme Board, with an HR advisor from the County Council. It is proposed that the Managing Director arrangements should follow the previous ones both in terms of the selection process, and in respect of the JD and the terms and conditions applying to the post.
3. It is hoped that interviews can take place in early October, with an appointment shortly afterwards. With a job at this level it is likely that any appointee will be on an extended notice period. This effectively means a new MANAGING DIRECTOR may not take up the post until February. It is therefore proposed to set up an interim arrangement to cover the period from the September Joint Committee until the new MANAGING DIRECTOR starts, in order to maintain the activities of the Partnership during this time. The costs of such an arrangement would be met from the budget for the Managing Director post.
4. It is essential that any such interim arrangement is effective immediately. This means that it must not require any significant lead in time for the start of the interim arrangement, and that induction requirements and introductions to either the work or the key people in and around PUSH are minimal. Therefore as Julian Lomas is already working on key PUSH projects, and is well acquainted with the PUSH work programme and key personnel, an initial approach was made to him in respect of the interim management cover. A proposal has been developed by Julian Lomas for him to step in to the interim Managing Director role, providing strategic support for PUSH. As Julian is a consultant, with an established business he has offered to support PUSH on the basis of a flexible three day week arrangement. This is detailed in the attached Confidential Appendix. The cost of the proposal can be met from the existing budget. It is considered that this offers the most effective cover likely to be available, and that the quick start, and minimal induction requirements would more than offset the limitations of the 3 day week operation.

CONCLUSION

5. The proposed arrangements were also considered by the PUSH Chief Executives and the PUSH Programme Board at their meetings on 4 September. The proposals were supported for recommendation to the Joint Committee.
6. If these proposals are acceptable the Joint Committee is asked to confirm the appropriate arrangements and to authorise the issuing of a contract to Julian Lomas (Almondree Strategic Consulting) for the interim period.

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Background Papers: None

Reference Papers: None

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