

## **Agenda Item**

<b>Subject</b>	<b>Appointment of Head of Paid Service and Miscellaneous Human Resources Issues</b>	<b>Status</b>	For Publication
<b>Report to</b>	Authority	<b>Date</b>	4 <sup>th</sup> September 2025
<b>Report of</b>	Director		
<b>Equality Impact Assessment</b>	Not Required	Attached	No
<b>Contact Officer</b>	George Graham Director	<b>Phone</b>	01226 666439
<b>E Mail</b>	<a href="mailto:ggraham@sypa.org.uk">ggraham@sypa.org.uk</a>		

### **1 Purpose of the Report**

- 1.1 To approve the appointment of an individual to perform statutory officer function and address consequential human resources issues and the regulatory impact of the national pay award on the Authority's pay and grading structure.

---

### **2 Recommendations**

- 2.1 Members are recommended to:
- a. Approve the appointment of Gillian Taberner as Head of Paid Service and Clerk with effect from 19<sup>th</sup> December 2025.
  - b. Approve the arrangements set out in para 5.4 for interim cover for the role of Assistant Director – Resources pending a permanent appointment to the role.
  - c. Approve the arrangements for the appointment of a permanent Assistant Director – Resources set out in para 5.6
  - d. Approve the appointment of William Goddard as s.73 (Chief Finance) Officer with effect from 1<sup>st</sup> October 2025 until the appointment of a permanent Assistant Director – Resources.
  - e. Approve the setting of Grade M at £93,559 - £102,865p.a following the local government national pay award and the consequent setting of pay packages for staff at Grade M greater than £100,000.

---

### **3 Link to Corporate Objectives**

- 3.1 This report links to the delivery of the following corporate objectives:

#### **Effective and Transparent Governance**

To uphold effective governance showing prudence and propriety at all times.

## **Valuing and engaging our Employees**

To ensure that all our employees are able to develop a career with SYPA and are actively engaged in improving our services.

### **4 Implications for the Corporate Risk Register**

- 4.1 The contents of this report address the risks around regulatory compliance and sufficient qualified staffing reflected in the corporate risk register.

### **5 Background and Options**

#### *Appointment of Head of Paid Service and Clerk*

- 5.1 As members are aware the current Director who holds the statutory roles of Head of Paid Service and Clerk is due to retire at the end of the year and their last day in the office prior to annual leave will be 18<sup>th</sup> December 2025. The Appointments and Appeals Committee met on 24<sup>th</sup> July and agreed to appoint Gillian Taberner as the Authority's new Director. Ms Taberner will transition from her current role as Assistant Director – Resources into the role of Director – Designate from 1<sup>st</sup> October 2025, assuming the full responsibilities of the role on 19<sup>th</sup> December following the current post holder's last day in the office.

- 5.2 The law requires that appointments to the statutory roles of Head of Paid Service and Clerk should be formally made by the full council or equivalent of a local authority. This report is therefore being brought to enable the Authority to confirm Gillian Taberner in these statutory roles following the current postholder's last day in the office to ensure continuity.

#### *Interim Arrangements for the Role of Assistant Director - Resources*

- 5.3 Ms Taberner's appointment as Director means that there is now a vacancy for her current role of Assistant Director – Resources which incorporates the statutory role of s.73 (Chief Finance) Officer. To free Ms Taberner to effectively transition to her new role it will be necessary to make interim arrangements for her current role to be covered pending a permanent appointment.

- 5.4 The following arrangements are proposed. As these arrangements affect one of the statutory officer roles they require approval by the Authority. Several alternatives have been considered, but the approach proposed is one that minimises costs and the amount of disruption to existing work.

- The appointment of an Acting Assistant Director – Resources from among the Authority's existing staff to fulfil the full remit of the role including s.73 responsibilities for at least 6 months.
- Consequent acting up arrangements at lower levels in the management structure which will be dealt with under delegated powers.
- The bringing in of additional temporary capacity as required to work on specific projects, which will again be dealt with under existing delegated powers and within the relevant budgetary provision.

- 5.5 The legal requirement for the post holder to hold a specified accountancy qualification restricts the field of internal candidates and following consultation with staff and the trade union it is proposed that the Authority approve the appointment of Mr William Goddard (currently Head of Finance and Performance) as Acting Assistant Director – Resources with the associated s.73 responsibilities with effect from 1<sup>st</sup> October 2025 until a permanent post holder takes up the appointment.

#### *Arrangements for the Appointment of a Permanent Assistant Director - Resources*

- 5.6 The new Director does not propose any significant changes to the senior management structure, beyond retaining direct management responsibility for Human Resources functions, which is a common arrangement given the statutory responsibilities of the Head of Paid Service, and therefore it will be necessary for the Authority to proceed with an appointment to the Assistant Director – Resources role as currently conceived. Recruitment to the role would be at the substantive Grade M salary (see details in the next section of this report). Officers propose to once again use North Yorkshire Council to support this process given their success in supporting previous senior manager recruitment with a similar process to that used for the last 3 Senior Manager appointments. As this is a Chief Officer role, the final appointment will be made by the Appointments and Appeals Committee, with confirmation from the Authority required because of the statutory responsibilities.
- 5.7 At this stage a full timetable for the recruitment to this role has not been established. However, the aim would be to hold an Appointments and Appeals Committee during February 2026.

#### *Impact of the National Pay Award on the Pay and Grading Structure*

- 5.8 The national pay award for local government has now been agreed with an increase of 3.2% on all spinal column points. This results in Grade M within the pay and grading structure, which is the substantive grade for the three Assistant Director roles, now being as shown in the table below:

Spinal Point	Pre-Pay Award £	Post Pay Award £
52	90,658	93,559
53	93,611	96,607
54	96,566	99,656
55	99,675	102,865

- 5.9 As can be seen, this results in the substantive grade for roles at Grade M attracting a salary package in excess of £100,000 (at the top of the scale). Regulations require that salary packages in excess of £100,000 require the approval of Full Council (or the equivalent). Therefore, a recommendation is being brought to this meeting to specifically approve the setting of grade M salaries at the levels indicated above in line with the national pay award.

## 6 **Implications**

6.1 The proposals outlined in this report have the following implications:

Financial	The costs of acting up arrangements and temporary staffing can be met within existing budgetary provision and the provision included in the budget for an overlap period between the new Director and the current Director. The impact of the national pay award is less than assumed in the budget and therefore there is sufficient budgetary provision to meet the costs of the national pay award.
Human Resources	The role profile for the role of Director fully reflects the relevant statutory responsibilities.
ICT	None
Legal	Consideration of the recommendations contained in this report meets the relevant legal requirements
Procurement	None

**George Graham**

**Director**

<b>Background Papers</b>	
<b>Document</b>	<b>Place of Inspection</b>