

**UPDATE ON APPOINTMENT OF INTERIM MANAGING DIRECTOR AND HEAD
OF PAID SERVICE**

SUMMARY

At its meeting on 10th April 2025, the Council approved the appointment of Ian Harrison as the Council's Interim Managing Director and Head of Paid Service for an initial period of six months with effect from 11th April 2025.

At the same meeting, it was also agreed that the post of Corporate Manager – Legal Services be designated as the Council's Monitoring Officer for an initial period of six months from 11th April.

This report updates on the current position and recommends that the appointments and designations are extended for a further period.

In accordance with the Constitution the appointment of the Head of Paid Service is made by the Corporate Governance, Audit and Standards Committee, subject to confirmation by the Council. The Council approves statutory designations.

RECOMMENDATIONS

- (1) That the Committee approves an extension to Ian Harrison's appointment as Interim Managing Director and Head of Paid Service until the Annual Council Meeting in May 2026, or until alternative arrangements are agreed by the Council arising from the conclusion of work on the management restructure if that is sooner.
- (2) Recommended to the Council that Ian Harrison, Interim Managing Director, continue to be designated as the Council's Head of Paid Service until the Annual Council Meeting in May 2026, or until alternative arrangements are agreed by the Council if that is sooner. The role to include the statutory responsibilities of Electoral Registration Officer and Returning Officer.
- (3) Recommended to the Council that the post of Corporate Manager – Legal Services continue to be designated as the Council's Monitoring Officer until otherwise designated by the Council.

1. BACKGROUND

- 1.1 [At its meeting on 10th April 2025](#), the Council approved a recommendation from the Corporate Governance, Audit and Standards Committee for the appointment of Ian Harrison as the Council's Interim Managing Director and Head of Paid Service with effect from the 11th April 2025 for an initial period of six months.
- 1.2 As the initial period comes to end, it is timely to review the position and agree the next steps.
- 1.3 Since April, there has been a significant demand on the Interim Managing Director to carry out work linked to Local Government Reorganisation (LGR), and particularly following the departure of the Assistant Chief Executive. In view of this, it has not yet been possible to complete the work to review the organisation's management structure, which was required as part of the initial period of the interim appointment, to ensure organisational alignment to deliver objectives in the Delivery Plan and the future requirements of LGR.
- 1.4 It is proposed that the Interim Managing Director will conclude their work to review the management structure over the next few months, which will also provide the basis for Group Leaders to collectively consider the permanent arrangements for the appointment of a Head of Paid Service for the Council.
- 1.5 It is therefore recommended that an extension be made to the appointment of the Interim Managing Director post to conclude the work on the management structure and ensure cover for the elections in 2026.

2. IMPLICATIONS

Legal Implications

- 2.1 No specific legal implications apart from the continued designation of the MO role to the Corporate Manager – Legal Services post. The Monitoring Officer role is a statutory role under Section 5 of the Local Government and Housing Act 1989.

Financial Implications

- 2.2 This proposal has an additional cost of £11,094 until the Annual Council Meeting in May 2026.

Resource Implications

- 2.3 No additional implications

Equalities Impact Implications

- 2.4 No additional implications

3. CONCLUSION

- 3.1 This report follows the report approved by the Council on the 10th April 2025 and puts in place continued arrangements for the Head of Paid Service and Monitoring Officer functions.

Report Author: Belinda Tam, Corporate Manager – People; Jill Shuttleworth, Corporate Manager – Democracy