

PEAK DISTRICT NATIONAL PARK AUTHORITY

URGENT BUSINESS ITEMS SUB-COMMITTEE

17 AUGUST 2001

REPORT OF THE NATIONAL PARK OFFICER

URGENT BUSINESS

PART A

1. TEMPORARY APPOINTMENT OF HALF TIME PERFORMANCE MANAGER (A.197/CJH)

Purpose of Report

- 1.1 This report proposes the temporary secondment to the post of Performance Manager on a half time basis for 6 months.

Background

- 1.2 Best Value has been in operation since 1 April 2000. The Review process has been difficult to introduce because of the short notice that the legislation gave to National Park Authorities, the prescriptive nature of the Review topics and the Authority's failure to allocate resources to lead the Review process after the first Performance Plan had been produced. The Best Value Audit Report of July 2001 recited the difficulties in this first year.

Proposal

- 1.3 The Executive Review will propose resourcing and an approach to Performance Management. However, preparation of the Performance Plan 2002 is needed to start in the next six months. It is therefore proposed to seek secondment to the half time position of a Performance Manager from September 2001 to lead the Review process and prepare policies and issue practice notes and guidelines which are urgently needed. It is suggested that the job should be at Service Manager level.

Financial Consideration

- 1.4 As the level of post is suggested at Service Manager level, any seconded Manager would be expected to stay in their current grade or if not a Service Manager, the successful applicant may be considered for an honorarium. Applicants will need to clarify the work to be replaced.

Human Rights aspects including Equal Opportunities, Health & Safety

- 1.5 The position proposed is created in an emergency, but is only temporary. It is an example seeking secondment, after internal advertisement and selection, from a person with the relevant qualifications as a development opportunity.

Consultation Responses

- 1.6 Assistant National Park Officers have been consulted and support the need for the secondment, (except for John Thompson who is on leave). The proposal is for approval in principle. Internal advertisement. will follow including to Union and staff representatives as consultees on the proposal. Applications would be reported to the Appointment Panel

Conclusion/Advice

- 1.7 This is an opportunity which is proposed in an emergency, taking into account the fact that Kevin Francis has been the Performance Manager since October 2000 but he is retiring on or before 31 March 2002 and continuity is needed during 2001/02. The appointment would be without prejudice to any decision taken as a result of the Executive Review.

1.8 **RECOMMENDATION:**

1. **That approval in principle is given to the internal secondment of a successful applicant as Performance Manager half time from September 2001 reporting to the National Park Officer.**
2. **That the Chair and Vice Chair of Resources Committee form the appointment panel.**

List of Background Papers (not previously published)

Draft Job Description