

27th October 2023

PROPOSAL FOR A CASUAL CONTRACT FOR AN IMPROVEMENT CONSULTANT

Purpose

- 1 To agree a proposal for a fixed-term casual contract for an Improvement Consultant to support the WLGA's improvement offer and any other related work. This has already been discussed and agreed in principle by the WLGA senior management team before being presented to the WLGA Management Sub-Committee for a formal decision.

Background

- 2 The number of peer reviews is increasing and consequently there is a need for a larger pool of suitably qualified people to draw from with differing skills and experience of operating at a high level. Most peer support is contracted to reflect market rates and, as contractors, they are required to be insured to a certain level. For some former officers this can be too bureaucratic and they wish to be employed by the Association. A casual contract offers a solution. The Improvement Consultant role would be at a Grade 8 and needs to be formally approved by the WLGA political leadership.

Proposal

- 3 Peer review work is project specific (the contract will refer to assignments) and relies on having a critical mass of appropriately skilled individuals who are able to work at the highest levels within our member councils. Our current pool is too small and if the Association were able to offer a wider range of contractual arrangements a greater number of former senior officers could be attracted to work in this area.
- 4 A number of former senior officers are interested in this kind of arrangement.

Financial and HR Implications

- 5 This will be funded from the improvement grant which is managed by Head of Improvement. It is possible that policy work could be undertaken subject to the usual approval on a case-by-case basis. The daily rate of pay would be about £320.

Risks

- 6 Without the ability to offer this kind of flexible arrangement, the WLGA will lack the skillset and the capacity that is required to make the sector-led improvement programme a success.

Proposed Next Steps

- 7 On approval, the prospective candidate would be offered a fixed-term casual contract as an Improvement Consultant.
- 8 With similar arrangements at this grade we would look for the approval of the Chief Executive rather than bring each one to the Management Sub Committee.

Recommendations

9 Members are asked to:

- 9.1 Consider and approve the proposal for a fixed-term casual contract for an Improvement Consultant to support the WLGA's improvement work.**
- 9.2 To seek the approval of the Chief Executive for future arrangements at this grade (per paragraph 8).**

Cleared by: **WLGA Senior Management Team**

Author: Jon Rae, Director of Resources
Tel: 07979018007
E-mail: jon.rae@wlga.gov.uk