

Record of Officer's Decision

The Openness of Local Government Bodies Regulations 2014 and the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012

Date of Decision:	5/2/26
Decision Maker (Officer):	Deputy Chief Executive and Corporate Director (Place & Wellbeing)
Authority for Delegated Decision (Cabinet/Committee Decision or Scheme of Delegation – provide reference):	Part 3, Schedule 3 – Responsibility for Executive Functions delegated to Officers paragraph 4.3 (1) – the Corporate Director has delegated authority to discharge executive functions within their respective service areas (Part 3.38). All delegations are subject to consultation where considered appropriate in the circumstances (paragraph 4.3 (4(ii) – Part 3.39). As delegated by Cabinet on 26 July 2024: (e) notes the Chief Executive will undertake the activities required to recruit the necessary capacity within the Project Delivery Unit, as Head of Paid Service (being non-executive functions). Cabinet, 6th October 2023, Minute 38 refers (link) <i>d) authorises the Corporate Director (Place and Economy), in consultation with the Portfolio Holder for Economic Growth, Regeneration and Tourism, to procure appropriate resources and commission a project team to carry out the associated work including for the design briefs;</i>
Identify which Portfolio Holder(s)/Committee Chairman consulted?	Not applicable
Ward Member(s) consulted?	Not applicable
Is it a Key Decision?	No
Is it subject to call-in?	No
Decision Made:	To enter into a Service Level Agreement (SLA) to the value of £3,000, to commission 'Public Practice' to

	initiate a recruitment process for practitioners to undertake a placement with Tendring District Council, to fill two Project Manager posts approved by Workforce Panel in January 2026, to fulfil client-side project management for the Local Regeneration Fund projects under delivery by the Council. The posts are two fixed term Project Manager posts (Grade 10) to be located within the Project Delivery Unit, with durations lasting up to 18 months (Homes for Dovercourt) and 24 months (Carnarvon Terrace). Recruit To fund the £3,000 from the Project Delivery Unit budget.
Reason for Decision (if a report was produced to support the Decision, refer to or attach it):	To ensure the continuity of project and programme management for the LUF and CRP funding programmes and projects. The projects have a finite lifespan necessitating fixed-term and/or interim recruitment for resource specific to the project, of suitably qualified and experienced professionals. Public Practice are a specialist social enterprise with the dedicated function to facilitate the availability of suitable specific skills for local authorities, with a track record with the authority of providing high quality associates that meet the Council's requirements.
Highlight any associated risks/finance/legal/equality considerations:	Programme and project management of the LRF projects has to date been funded from the capital funding secured for the developments including Levelling Up Fund (LUF) and Capital Regeneration Projects (CRP). An allocation of £1,898,421 was made by Cabinet in October 2023. The project is currently out to tender with a financial report to be provided to Cabinet as part of the report to award contract. Recruitment of associates through Public Practice represent a saving against the forecast costs for the previous agency position that fulfilled this role thus safeguarding additional capital budget for the developments. The posts have been approved by Workforce Panel in January 2026. <u>Risks</u>

	The Council may enter into an agreement but are not presented with an appropriate candidate to recruit: this risk is mitigated in this cycle as Public Practice model has also been updated since the Council's last experience, namely that multiple candidates will be provided for interview, allowing the Council to select the best match of skills and experience. Initial engagement with Public Practice has confirmed that there are multiple suitable candidates within the available pool.	
NEW : Details of Local Government Reorganisation and/or Devolution considerations	The post is a temporary post and thus is not subject to TUPE. Based on the current construction programmes the post will no longer be required following 31 March 2028.	
Details of any Alternative Options Considered and rejected (together with reasons):	Option 1 - Recruit role as described Option 2 - Do not recruit to the role: This resource is an essential post for the delivery of the projects. This would impact on the Project Delivery Unit's capacity and ability to deliver against the funding programmes allocated to the team which would impact on the Unit's ability to deliver on the mandate set by Cabinet. Option 3 -Do not recruit via Public Practice: This is an option; however this is a tried and tested method that we have found successful to date. A key part of this is the knowledge transfer that is part of the contract which will support the organisation in the longer time. The Public Practice model has also been updated since the Council's last experience, namely that candidates are now provided year round (as opposed to twice a year as previous); the SLA fee has reduced by half; and multiple candidates will be provided for interview, allowing the Council to select the best match of skills and experience.	
Details of any declarations of interest (by Portfolio Holder/Committee Chairman who was consulted by the officer, which related to the decision) If relevant, a note of the dispensation granted by the Monitoring Officer:	N/A	
	X	Not applicable – Decision to be published

Reason Decision, or supporting Report, is not published: <i>Tick one or more of the specific exemptions,</i> <u>and</u> <i>Give more information in the final box with regards to why the exemption applies and outweighs the public interest test (which is in favour of disclosure).</i>	If Report is not to be published – tick one of the following boxes:	
	☐	The report supporting the Decision contains confidential information
	☐	The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information:
	☐	• Relates to an individual
	☐	• Likely to reveal the identity of an individual
	☐	• Relating to financial or business affairs of a person or organisation
	☐	• Relates to a claim for legal professional privilege in legal proceedings
	☐	• Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment
	☐	• Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime
<u>And</u> is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information Reasons: [insert]		

Officers

Signed: [confirmed via email]

Deputy Chief Executive & Corporate Director for Place & Wellbeing

In consultation with:

Not applicable

Dated: 05/02/2026