



Appointment of Interim Monitoring Officer

Report Author

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Purpose of Report

The report seeks the Council's approval to appoint an Interim Monitoring Officer.

Recommendations

- 1. Council is asked to approve the appointment of Rachel McKoy as the Interim Monitoring Officer with immediate effect.**
- 2. Council is asked to delegate authority to the Deputy Chief Executive and s151 Officer in consultation with the Cabinet Member for Finance, HR and Economic Development to use the Local Priorities Reserve to fund any necessary costs associated with the interim staffing arrangements.**

Decision Information

Does the report contain any exempt or confidential information not for publication?

No

What are the relevant corporate priorities?

Effective council

Which wards are impacted?

All wards

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 There will be cost associated with this interim arrangement which will be linked to the working arrangement that will be necessary to undertake the Monitoring Officer role. The cost will be met from the budgeted vacant post.

Completed by: Richard Wyles, Deputy Chief Executive and s151 Officer

Legal and Governance

- 1.2 The power to confirm the appointment of a Monitoring Officer, whether permanent or interim rests with Full Council.

Completed by: James Welbourn, Democratic Services Manager

Human Resources

- 1.3 The proposal to appoint an Interim Monitoring Officer will ensure that the Council is able to fulfil its statutory functions. This appointment is temporary until the permanent monitoring officer starts in post on 26 January 2026, and is in accordance with the Council's Constitution for the recruitment of statutory officers.

Completed by: Sam Fitt, Senior Human Resources Officer

2. Background to the Report

- 2.1. The Council has a legal obligation to appoint a Monitoring Officer. It is one of the three statutory officers alongside the Head of Paid Service and the Section 151 Officer.
- 2.2. It is proposed that a Monitoring Officer is appointed on an interim basis, until Graham Kitchen, the Director of Law and Governance and Monitoring Officer, starts his position on a permanent appointment on 26 January 2026.
- 2.3. Rachel McKoy was the successful candidate, therefore members of the Employment Committee are recommending the immediate appointment of Rachel to interim Monitoring Officer, until 26 January 2026.

3. Key Considerations

- 3.1. Rachel McKoy has experience as Director of Law and Governance and Monitoring Officer with a distinguished track record and outstanding reputation across Local Government. Rachel is a nationally recognised leader in Local Authority Law and Governance, with proven success in transformation, ethical standards, constitutional reform and strategic leadership at the highest level. She recently completed a successful tenure as Director of Law & Governance and Statutory Monitoring Officer at two London Borough Councils, leading a shared service of 95 lawyers and governance functions including Legal, Democratic Services and Elections. Rachel served as Statutory Monitoring Officer for multiple London Borough Councils, upholding legal and financial probity, ethical standards and Members' Code of Conduct. She provided strategic legal and governance leadership to Chief Executives, Cabinets, Committees and Corporate Leadership Boards. She directed and transformed shared legal services, including managing a 95-lawyer team at a shared legal service and designing a new in-house legal hub at another London Borough Council.

4. Other Options Considered

- 4.1 No other options have been considered as the Council has a legal obligation to appoint a Monitoring Officer.

5. Reasons for the Recommendations

- 5.1. The Council has a legal obligation to appoint a Monitoring Officer. The interim appointment of Rachel satisfies the requirement.