

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>15<sup>th</sup> October 2018</b>
<b>SUBJECT:</b>	<b>APPOINTMENT TO DIRECTOR OF EARLY HELP AND CHILDRENS SOCIAL CARE</b>
<b>LEAD OFFICER:</b>	<b>Jo Negrini, Chief Executive</b>
<b>CABINET MEMBER:</b>	<b>Councillor Alisa Flemming</b> <b>Cabinet Member for Children, Young People &amp; Learners</b>
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post is contained within the existing 2018/19 budget.	
<b>KEY DECISION REFERENCE NO:</b> n/a	

## **1. RECOMMENDATIONS**

- 1.1 Agree the salary package of Director of Early Help and Children's Social Care of £117,300 per annum under the Localism Act 2011.
- 1.2 Undertake the selection for and agree an appointment to the post of Director of Early Help and Children's Social Care from the candidate(s) detailed in the Part B appendices to the agenda. Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

## **2. EXECUTIVE SUMMARY**

- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Early Help and Children's Social Care .

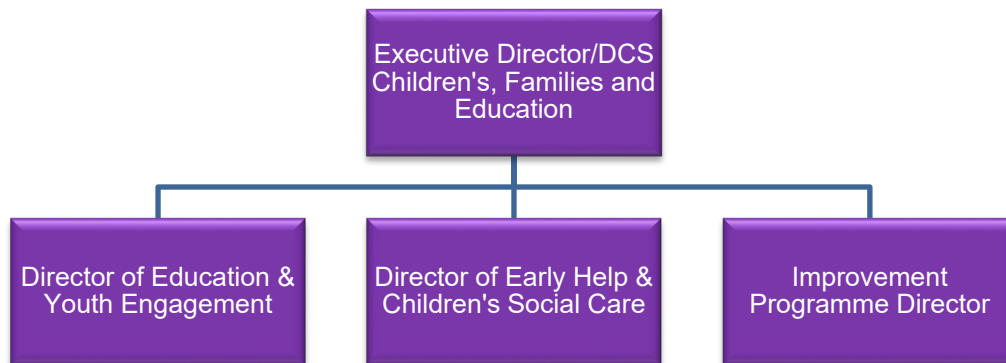
## **3. DETAIL**

### Background

- 3.1 The council is committed to supporting Children's Services through its improvement plan developed after the recent Ofsted inspection. This highlights the need for a clear line of sight from senior management through to front line staff and creating the conditions capacity to drive improvement. It is recognised that for improvement to be sustainable, the dedicated leadership is required to ensure focus and progress.
  - 3.2 A new department with a Children's and young people's focus is already in place and a permanent Executive Director will be starting in post before the end of December. It
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is crucial to the sustained improvement journey that a substantive Director of Early Help and Children's Social Care is recruited to complete the departmental leadership that will drive and support the continuous improvement programme and ensure the outcomes are sustainable.

### 3.3 Structure chart



### Localism Act 2011 and Pay Policy

- 3.4 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments beyond the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.
- 3.5 As set out in the Council's pay policy, directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2018/19 agreed by the Council on 27 February 2018 agreed a fixed pay point for the Director of Early Help and Children's Social Care at £117,300.
- 3.6 Under these arrangements the Director of Early Help and Children's Social Care would receive a salary package which would engage the Committee's discretion in accordance with the delegation set out in paragraph 3.7 above and therefore a decision is required by the Committee to appoint at this pay level.
- 3.7 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her and these requirements will be complied with should members approve the above recommendations.
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## 4 FINANCIAL AND RISK CONSIDERATIONS

### 4.1 Revenue and Capital consequences of report recommendations

	Current year	Future Years		
	2018/19	2019/20	2020/21	2021/22
	£'000	£'000	£'000	£'000
<b>Revenue Budget available</b>	29.4	117.3	117.3	117.3
<b>Effect of decision</b>	29.4	117.3	117.3	117.3
<b>Overspend / (underspend)</b>	0	0	0	0

\* the assumption for 2018/19 is that the appointment will be made for 3 months of the financial year, this may vary depending on the availability of the successful candidate

### 4.2 The effect of the decision

This is an established post and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The salary costs arising from this decision can be met from the 2018/19 budget.

### 4.3 Risks

There is a risk of being unable to retain the right calibre of person to this role if the salary is not comparable to the market. Failure to appoint a suitable candidate to this role will result in a lack of strategic leadership for the organisation.

### 4.4 Options

The alternative option of not filling the role; and for not making provision within the parameters of the Council's agreed Pay Policy Statement is not considered sustainable or viable option as explained in paragraph 4.3 above.

### 4.5 Future savings/efficiencies

None identified.

Approved by: Lisa Taylor, Director of Finance, Investment and Risk (Deputy S151 Officer)

## 5 COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

- 5.1 The Solicitor to the Council comments that the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms
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and conditions, including remuneration, as the Council thinks fit. However such appointments are subject to the requirements as detailed in paragraph 3.4 above in so far as Member approval is required to appoint to salary packages in excess of £100,000.

Approved by: J Harris Baker, Council Solicitor and Monitoring Officer.

## **6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT**

6.1 There are no direct considerations arising from this report.

**CONTACT OFFICER:** Sue Moorman, Director of Human Resources

**BACKGROUND DOCUMENTS:** Job description

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