

Phil Norrey
Chief Executive

To: The Chairman and Members of
the Appointments &
Remuneration Committee

County Hall
Topsham Road
Exeter
Devon
EX2 4QD

(See below)

Your ref :
Our ref :

Date : 3 May 2016
Please ask for : Rob Hooper 01392 382300

Email: rob.hooper@devon.gov.uk

APPOINTMENTS & REMUNERATION COMMITTEE

Wednesday, 11th May, 2016

A meeting of the Appointments & Remuneration Committee will be held on the above date at 11.30am or on the rising of the Cabinet, whichever is the later, in the Committee Suite at County Hall to consider the following matters.

P NORREY
Chief Executive

A G E N D A

PART I - OPEN COMMITTEE

- 1 Apologies for Absence
- 2 Minutes

Minutes of the meeting held on 18 January 2016, previously circulated.

- 3 Items Requiring Urgent Attention

Items which in the opinion of the Chairman should be considered at the meeting as a matter of urgency.

- 4 People's Services: Senior Management Structure - Head of Children's Social Work and Child Protection (Pages 1 - 2)


Joint Report of the Strategic Director, People and Head of Services for Communities (SC/16/7), attached.

PART II - ITEMS WHICH MAY BE TAKEN IN THE ABSENCE OF PRESS AND PUBLIC ON THE GROUNDS THAT EXEMPT INFORMATION MAY BE DISCLOSED

None

Members are reminded that Part II Reports contain confidential information and should therefore be treated accordingly. They should not be disclosed or passed on to any other person(s). Members are also reminded of the need to dispose of such reports carefully and are therefore invited to return them to the Democratic Services Officer at the conclusion of the meeting for disposal.

MEMBERS ARE REQUESTED TO SIGN THE ATTENDANCE REGISTER

Membership
Councillors J Hart (Chairman), J Clatworthy, A Connett, J McInnes and R Westlake
Declaration of Interests
Members are reminded that they must declare any interest they may have in any item to be considered at this meeting, prior to any discussion taking place on that item.
Access to Information
Any person wishing to inspect any minutes, reports or lists of background papers relating to any item on this agenda should contact Mr Hooper on 01392 382300.
Internet
Agendas and minutes of this Committee together with any officers' reports considered at the meeting are published online on the Council's Website.
Webcasting, Recording or Reporting of Meetings and Proceedings
<p>The proceedings of this meeting may be recorded for broadcasting live on the internet via the 'Democracy Centre' on the County Council's website. The whole of the meeting may be broadcast apart from any confidential items which may need to be considered in the absence of the press and public. For more information go to: http://www.devoncc.public-i.tv/core/</p> <p>In addition, anyone wishing to film part or all of the proceedings may do so unless the press and public are excluded for that part of the meeting or there is good reason not to do so, as directed by the Chairman. Any filming must be done as unobtrusively as possible from a single fixed position without the use of any additional lighting; focusing only on those actively participating in the meeting and having regard also to the wishes of any member of the public present who may not wish to be filmed. As a matter of courtesy, anyone wishing to film proceedings is asked to advise the Chairman or the Democratic Services Officer in attendance so that all those present may be made aware that is happening.</p> <p>Members of the public may also use Facebook and Twitter or other forms of social media to report on proceedings at this meeting. An open, publicly available Wi-Fi network (i.e. DCC) is normally available for meetings held in the Committee Suite at County Hall. For information on Wi-Fi availability at other locations, please contact the Officer identified above.</p>
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In the event of the fire alarm sounding leave the building immediately by the nearest available exit, following the fire exit signs. If doors fail to unlock press the Green breakglass next to the door. Do not stop to collect personal belongings, do not use the lifts, do not re-enter the building until told to do so.
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Please switch off all mobile phones before entering the Committee Room or Council Chamber
<p>If you need a copy of this Agenda and/or a Report in another format (e.g. large print, audio tape, Braille or other languages), please contact the Information Centre on 01392 380101 or email to: centre@devon.gov.uk or write to the Democratic and Scrutiny Secretariat at County Hall, Exeter, EX2 4QD.</p>
 <p>Induction loop system available</p>

LEADERSHIP ARRANGEMENTS FOR CHILDREN'S SOCIAL WORK AND CHILD PROTECTION FROM APRIL 2016

Joint Report of Strategic Director, People and Head of Services for Communities

Recommendation: that the Committee note the engagement of Jo Olsson as a new interim from 14th March 2016 to act as Head of Children's Social Work and Child Protection via a consultancy arrangement for a period of two years.

1. Background

- 1.1 The previous interim took up the role on 6th November 2013 and her current contract expired mid April following a handover period with the new interim.
- 1.2 Significant steps have been taken to attempt to recruit a permanent postholder. The Appointments and Remuneration Committee were unable to make an appointment to the Head of Children's Social Work and Child Protection following a second recruitment process held on Friday 9th October 2015.
- 1.3 In light of the above, the Committee agreed on 9th December 2015, to approve the engagement of a new interim for a defined period and discussions then commenced with the relevant agencies.
- 1.4 Nine interim applications were received, all sourced from agencies, and two candidates were shortlisted for interview on 28th January 2016.
- 1.5 The improvements made within Children's Social Work and Child Protection Services must be sustained and the new interim will need to continue to ensure that the service attains a 'good' outcome in the next stage of the Improvement process.
- 1.6 The above is set within the context of the continuing challenging recruitment market for senior leadership positions in Children's Services, nationally and locally, for both permanent and interim candidates.

2. The Interim Arrangement

- 2.1 The successful interim candidate, Jo Olsson, has a range of skills and experience and a track record of delivery in a post at this level which enables Devon to continue to deliver the service improvement agenda against the future financial challenges for the Authority. She will have a primary focus on:
 - quality of practice and performance improvement
 - leadership within a large complex multi agency environment
 - the need to balance complex budgets with practice demands
 - the development of the current direct reports to the Head of Service role, particularly bearing in mind skills shortages in the Children's Social Work sector and the need for improved succession planning.

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- 2.2 Jo has worked as an interim since 2013 and wishes to remain within the interim market. She has significant senior management experience within local government children's services and the third sector. A two year contract has been agreed, which has enabled the Authority to negotiate a more favourable rate, as well as providing continuity and sustainability to enable Devon to continue its improvement journey.
- 2.3 The arrangements commenced on 14th March 2016, to enable a short handover period.
- 3. In accordance with the Chief Officer Employment Rules, the Chief Executive is authorised to make decisions regarding the placement of interims at Chief Officer/Head of Service level, based on a clear business case in line with the Council's Pay Policy Statement, Chief Officer Employment Procedure Rules, Contract Standing Orders and relevant employment, procurement, legal and financial regulations. Further – and hence this Report - any such decision has to be reported to the Appointments & Remuneration Committee, within 6 months of that decision.

Jennie Stephens, Strategic Director, People
John Smith, Head of Service for Communities

Electoral Divisions: All

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