

## **APPOINTMENT OF HEAD OF CHILDRENS SOCIAL WORK SERVICE AND CHILD PROTECTION**

Report of the Head of Services for Communities

### **Recommendation:**

(a) that the Committee note the report of the Head of Services for Communities regarding the availability of suitable candidates;

(b) that the Committee note the proposed timetable for the selection process for the role of Head of Children's Social Work Service and Child Protection.

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### **1. Introduction**

At the Appointments and Remuneration Committee meeting held on 12 November it was agreed that the process of reviewing the market for suitable candidates should proceed. The Executive Search company selected by the Corporate Leadership Team, Gatenby Sanderson, are scheduled to report back with potentially suitable candidates on 8 December. Consequently an update on the outcome of their search will be provided at the meeting.

### **2. Possible redesignation of post**

It has been highlighted to the Appointments and Remuneration Committee that in the event that no suitable candidates are put forward by the Executive Search company, the Council may need to consider redesignation of the post as a Director role.

### **3. Timetable**

The timetable agreed with the Department of Education assumes the appointment of a suitable candidate for the permanent post will be completed by the first week of January. Given the tight timescales and the season, which we understand will be challenging for everyone, the proposed timetable is as follows:

- Executive search company to report back on availability of suitable candidates on 8 December
- Assessment centre to be held during week commencing 15 December. This will include interviews with the Strategic Director People and the Interim post holder, the Chief Executive and the Chair of the Safeguarding Board, and include activities involving children and key stakeholders.
- Appointments and Remuneration Committee to interview suitable candidates during week commencing 15 December (possibly on the same day depending on number of candidates and availability of Committee members)

### **4. Considerations**

It has been acknowledged by the Appointments and Remuneration Committee that sourcing suitable candidates for this role is likely to prove challenging. As a consequence, the job description for this role is being produced setting out the high level responsibilities. The

remuneration (including Market Supplement) and status of the role will need to reflect the availability of suitable candidates in the market and formal evaluation of the role will not take place before the recruitment consultancy reports back on 8 December. Due to the unusual circumstances, the Head of Services for Communities will be responsible for overseeing this process, ensuring that the remuneration is limited to £120,000 per annum as previously agreed, and reporting back to the Appointments and Remuneration Committee and Full Council for formal approval.

5. This report has no specific equality, sustainability or legal implications that are not already covered by or subsumed within the detailed policies or practices referred to therein.

6. **Financial Implications**

Should the recommendations of this paper be agreed there is the possibility of some savings to the Council, given that the post is currently filled by an interim consultant at an annual cost higher to that proposed for a permanent role.

7. **Conclusion**

It is proposed that the Appointments and Remuneration Committee agree this recommendations in this report prior to submission to the Full Council for ratification on the 11 December 2014.

8. **Appendices**

Chief Officer & Heads of Service Pay Scale (*Appendix 1*)

**John Smith**  
**Head of Services for Communities**

[Electoral Divisions: All]

Local Government Act 1972: List of Background Papers

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| <b><u>Background Paper</u></b>                                                                     | <b><u>Date</u></b> | <b><u>File Reference</u></b> |
|----------------------------------------------------------------------------------------------------|--------------------|------------------------------|
| Appointment of Head of Children's Social Care                                                      | 12 November 2014   | HR/14/02                     |
| Annual Review of Pay Policy Statement, Chief Officer Employment Procedure Rules And Leadership Pay | 23 January 2014    | HR/14/01                     |

**Appendix 1**

Chief Officer & Heads of Service Pay Scale Table

|              |         |         |
|--------------|---------|---------|
| Leadership 0 | Point 5 | 149,995 |
| Leadership 1 | Point 4 | 129,995 |
| Leadership 2 | Point 3 | 105,000 |
| Leadership 3 | Point 2 | 95,000  |

|              |         |        |
|--------------|---------|--------|
| Leadership 4 | Point 1 | 75,000 |
|--------------|---------|--------|