

APPOINTMENTS, REMUNERATION AND CHIEF OFFICER CONDUCT COMMITTEE

21 July 2020

Present:-

Councillors J Hart (Chair), A Connett, R Hannaford and J McInnes

* 57

Minutes

RESOLVED that the minutes of the meeting held on 4 February 2020 be signed as a correct record.

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Items Requiring Urgent Attention

There was no item raised as a matter of urgency.

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Appointment to the Post of Chief Officer for Children's Services and Confirmation of Post of Director of Improvement (Children's Services)

The Committee considered the Report of the Chief Executive and County Solicitor on the proposal to commence recruitment for the permanent appointment for the post of Chief Officer for Children's Services and to note and endorse the interim appointment of Improvement Director within Children's Social Care.

In relation to the Chief Officer for Children's Services, the Committee noted the current post holder's decision to retire in January 2021. The role held responsibility for the following key service areas within the Council:

- Children's Social Care
- Education & Learning
- Children's Commissioning
- Public Health Nursing

Members also noted the rapid improvement journey of the service area following the outcome of an ILACS inspection in early 2020 that deemed the service Inadequate.

The proposal was to recruit on a permanent basis, with a robust recruitment process and this approach had the support from the Councils appointed Children's Commissioner and the Improvement Advisor who was also Department for Education approved.

The Head of Human Resources commented that market research had been conducted on the jobs market and salary which identified this was not out of kilter for other like posts. It was also proposed that the Council operated the recruitment process.

The Chief Executive advised Members that he would not normally look to appoint a permanent Chief Officer so close to the quadrennial Elections, but the post was crucial to maintain stability in the service area. The position was supported by all Members in attendance. Members and Group Leaders also commented that the outcome of the Elections and potential changes in administration and structure would have no impact on the permanence of this role.

Members of the Committee also noted that on the 6th April 2020, the Council appointed an Interim Improvement Lead within Children's Social Care, authorised by the Chief Executive under his delegated powers. The role was to oversee the development and delivery of the

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Children's Services Improvement Plan to ensure improvements in the 4 key strands of improvement identified following the OFSTED inspection.

It was **MOVED** by Councillor J Hart, **SECONDED** by Councillor A Connett and

RESOLVED

(a) that the proposal to commence the recruitment for the permanent appointment to the post of Chief Officer for Children's Services be agreed; and

(b) that the interim appointment of Vivien Lines as Improvement Director within Children's Social Care until March 2022 also be endorsed.