

Phil Norrey  
Chief Executive



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To: The Chair and Members of the  
Appointments, Remuneration  
and Chief Officer Conduct  
Committee

County Hall  
Topsham Road  
Exeter  
Devon  
EX2 4QD

(See below)

Your ref :  
Our ref :

Date : 13 July 2020  
Please ask for : Karen Strahan 01392 382264

Email: [karen.strahan@devon.gov.uk](mailto:karen.strahan@devon.gov.uk)

**APPOINTMENTS, REMUNERATION AND CHIEF OFFICER CONDUCT  
COMMITTEE**

Tuesday, 21st July, 2020

A meeting of the Appointments, Remuneration and Chief Officer Conduct Committee is to be held on the above date at 3.00 pm. This will be a virtual meeting, for the joining instructions please contact the Clerk for further details on attendance and / or public participation.

P NORREY  
Chief Executive

**AGENDA**

**PART I - OPEN COMMITTEE**

1 Apologies for Absence

2 Minutes

Minutes of the meeting held on 4 February 2020.

3 Items Requiring Urgent Attention

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


4 Appointment to the Post of Chief Officer for Children's Services and Confirmation of Post of Director of Improvement (Children's Services) (Pages 1 - 2)

Report of the Chief Executive and County Solicitor on the proposal for the recruitment and appointment for the Chief Officer for Children's Services and details of the interim appointment of Improvement Director, attached.

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

NIL

*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.*

<b>Membership</b>
Councillors J Hart (Chair), A Connett, R Hannaford and J McInnes
<b>Declaration of Interests</b>
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.
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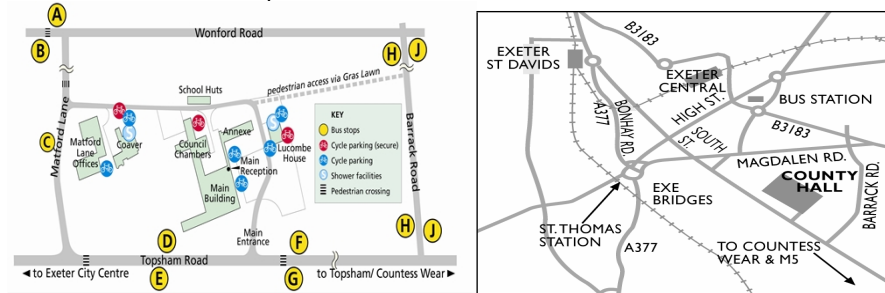
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**NB**   Denotes bus stops

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## **PROPOSAL FOR THE APPOINTMENT TO THE POST OF CHIEF OFFICER FOR CHILDREN'S SERVICES AND CONFIRMATION OF THE POST OF INTERIM DIRECTOR OF IMPROVEMENT FOR CHILDREN'S SERVICES.**

### **REPORT OF THE CHIEF EXECUTIVE AND COUNTY SOLICITOR**

**Recommendation:** that the Committee:

- (a) endorse the proposal to commence recruitment to the permanent appointment for the post of Chief Officer for Children's Services; and
- (b) endorse the interim appointment of Vivien Lines as Improvement Director within Children's Social Care until March 2022.

#### **1. Introduction**

- 1.1 The current Chief Officer for Children's Services, Jo Olsson, commenced with Devon as an interim in March 2016 and took up a permanent position in the role in 2017. In July 2020 the authority was informed of the post holder's decision to retire in January 2021.
- 1.2 The Chief Officer post holds responsibility for the following key service areas within Devon County Council:
  - Children's Social Care
  - Education & Learning
  - Children's Commissioning
  - Public Health Nursing
- 1.3 The service area is facing a rapid improvement journey following the outcome of an ILACS inspection in early 2020 that deemed the service Inadequate.
- 1.4 The improvements required within Children's Social Care must be sustained and the new appointment will need to continue to ensure that the service works towards a 'good' outcome in the next stage of the Improvement process.

#### **2. Chief Officer for Children's Services**

- 2.2 It is proposed that the vacancy will be recruited to on a permanent basis at its current L1 salary level of £137,965 (subject to April 2020 pay award negotiations)
- 2.3 A robust recruitment process will be used to provide assurance of the expertise, knowledge and skills required for the post of Chief Officer for Children's Services.
- 2.4 The recruitment process will ensure that the new Chief Officer for Children's Services demonstrates the leadership behaviours identified as part of the 'Doing What Matters' activity within Devon County Council.
- 2.5 The recruitment process would commence following the necessary approval process to ensure a replacement is identified and time for suitable handover periods are achieved.
- 2.6 The proposal to recruit a direct replacement has support from Eleanor Brazil, Devon County Councils appointed Children's Commissioner.

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- 2.7 It is acknowledged that this replacement will commence close to the local elections in May 2021. In light of this it is felt that that this permanent appointment is necessary following the recent Ofsted outcome and the need to provide stability of leadership for Children's services.

## **3. Interim Improvement Director**

- 3.1 On the 6<sup>th</sup> April 2020 the Council appointed an Interim Improvement Lead within Children's Social Care. As this is an interim appointment the Chief Executive is authorised to make this decision.
- 3.2 The interim Improvement Director's task is to oversee the development and delivery of the Children's Services Improvement Plan to ensure improvements in the 4 key strands of improvement as identified following the OFSTED inspection.
- 3.3 The interim postholder who reports to the Chief Officer will maintain oversight on the 4 key identified areas of improvement that are:
- Experiences of and progress for Care Leavers
  - Experiences of and progress for Looked After Children
  - Children at risk of chronic neglect and emotional abuse
  - The impact of leaders and managers on social work practice for children and families
- 3.4 The successful interim candidate, Vivien Lines, has a range of skills and experience and a track record of delivery in a post at this level which will enable Devon to deliver the service improvement agenda.
- 3.5 The interim placement costs £1,100 per day. The post is deemed as inside IR35 and as such an additional cost for NI and Apprenticeship Levy is charged in addition.
- 3.6 The committee is asked to note and endorse the appointment for the period until March 2022.

## **4. Conclusion**

- 4.1 It is recommended that the Appointments, Remuneration and Chief Officer Conduct Committee endorse the proposal to advertise for a permanent replacement for the Chief Officer for Children's Services
- 4.2 It is recommended that Appointments, Remuneration and Chief Officer Conduct Committee endorse the appointment of the Interim Improvement Director post to March 2022.

Phil Norrey, Chief Executive & Jan Shadbolt, County Solicitor  
Electoral Divisions: All  
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