

## APPOINTMENTS, REMUNERATION AND CHIEF OFFICER CONDUCT COMMITTEE

19 July 2021

Present:-

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

\* **1**      **Minutes**

**RESOLVED** that the minutes of the meeting held on 20 January 2021 be signed as a correct record.

\* **2**      **Items Requiring Urgent Attention**

There was no item raised as a matter of urgency.

\* **3**      **Deputy Chief Officer for Children's Services - Head of Children's Social Care**

The Committee noted that recruitment process would commence in Part 2 of the meeting.

\* **4**      **Exclusion of the Press and Public**

**RESOLVED** that the press and public be excluded from the meeting for the following items of business under Section 100(A)(4) of the Local Government Act 1972 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 and 2 of Schedule 12A of the Act namely relating to any individual and information likely to reveal the identity of an individual and in accordance with Section 36 of the Freedom of Information Act 2000, by virtue of the fact that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**5 Deputy Chief Officer for Children's Services - Head of Children's Social Care**

The Committee undertook interviews for the post of Head of Children's Social Care with a view to making a recommendation upon an appropriate appointment to the County Council on 22 July 2021.

The process had been undertaken in line with the terms of reference of the Appointments, Remuneration and Chief Officer Conduct Committee, the Pay Policy Statement and the Chief Officer Employment Procedure Rules (set out at Part 6 of the Constitution).

This latest recruitment process for the post of Deputy Chief Officer, Children's Social Care had resulted in two candidates being considered by the Appointments, Remuneration and Chief Officer Conduct Committee at the final stage of the process. Both candidates were of very high calibre and both were assessed by the Committee as being appointable.

During the debate, Members of the Committee discussed the merits of accelerating a proposal that was currently being finalised by the Chief Executive to create an additional leadership post, at Head of Service level, reporting to the Chief Officer for Children's Services. This new post would be the Deputy Chief Officer – Head of Children's Health and Wellbeing.

The Committee also recalled that the Council had been unsuccessful in recruiting to the Head of Children's Social Care Leadership post previously. They further discussed that in view of the importance of attracting strong candidates and the current position of Devon on its 'improvement journey' provided a compelling rationale for the Committee to take the pragmatic decision to endorse the creation of the additional leadership post to consider the appointable candidates for.

The interviews having been completed and the suitability of the candidates for the post having been fully discussed and all relevant factors having been considered, such as the very high level and breadth of experience and responsibility required for the roles and the Committee then being of the view that the press and public need no longer be excluded from the meeting for final determination of its recommendation to the County Council:

It was **RESOLVED** that the press and public be now re-admitted to the meeting.

The Chief Executive then took the opportunity to brief the Committee on the impending retirement of the current County Treasurer and confirmed the Council wished to commence recruitment to the role.

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

**RESOLVED** that the Council be recommended to appoint Lisa Bursill to the post of Deputy Chief Officer, Childrens Social Care and to appoint Janet Fraser to the post of Deputy Chief Officer – Head of Children’s Health and Wellbeing. Both posts are graded L3 and the appointments, if approved, to commence at the earliest opportunity on a mutually convenient date, in line with the provisions of the Council’s existing approved Pay Policy Statement.

It was further **MOVED** by Councillor Hart and duly **SECONDED** by Councillor Hannaford, and

**RESOLVED** that the Committee endorse the commencement of a recruitment process for the post of County Treasurer, at the same level as is currently the case.