

Head of Children's Social Care (Deputy Chief Officer)

Report of the Head of Organisation Development

Recommendation:

That the Committee note the appointment of Darryl Freeman to the post of Head of Children's Social Care by the Chief Executive under delegated powers and make a recommendation to the Council as required under the Council's standing orders.

1. Introduction

- 1.1. Under the Council's standing orders, the Chief Executive has delegated authority to make interim appointments at Chief Officer / Head of Service level based on a clear business case.

2. Background

- 2.1 The Committee will be aware that it has proved extremely challenging to appoint potholders of the required calibre to the role of Head of Children's Social Care. However a permanent appointment was made to this post from May 2017. Unfortunately the post holder Mark Lines resigned and left the Council in November 2017.
- 2.2 Bearing in mind the progress made on Children's Services improvement. It was critical that Children's Services were not left without a Head of Service for a significant length of time.
- 2.3 Accordingly, based on earlier experiences of attempting to recruit to this role, a decision was made to use an executive search route and look to appoint an interim for a period of up to 2 years.
- 2.4 The outcome of this was that Darryl Freeman was appointed to the post of Head of Children's Social Care (Deputy Chief Officer) on an interim basis with effect from 4 December 2017.
- 2.5 In the light of the recent tax changes (IR35) a fixed term contract was decided to be in the best interests of both the candidate and the County Council.. Therefore Darryl Freeman has been engaged on a 2 year fixed term employment contract rather than being engaged on a day rate basis through a Contract for Services as was the original plan. The post is an L3 post and has an annual salary of £98,848. The post additionally has a market supplement of 20k per year.

3 Financial and Other Implications

- 3.1 Aside from the contractual arrangement finally arrived at being cheaper for the Council than engagement on a day rate through a contract for service. This Report has no specific equality, sustainability, legal, financial or public health implications that are not already covered by or subsumed within the detailed policies or requirements referred to therein.

5. Conclusion

- 5.1 It is recommended that the Appointments and Remuneration Committee endorse the appointment made by the Chief Executive under his delegated powers.

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Electoral Divisions: All

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