

## **CHANGES TO LEADERSHIP ARRANGEMENTS IN DEVON COUNTY COUNCIL**

Report of the Chief Executive

**Recommendation:** that the Committee:

- a) Endorse the temporary arrangements made for services which sit within the 'Communities' portfolio following the changes made to the Director of Public Health role and note that these will remain in place until following the Council elections in May 2021.
- b) Note and endorse the temporary arrangements put in place for Children's Services between 1<sup>st</sup> January 2021 and the 1<sup>st</sup> February 2021 when the newly appointed Chief Officer for Children's Services will join the Council.

Whilst these arrangements can be made under the responsibilities delegated to the Chief Executive in line with the Chief Officer Employment Procedures, the Committee is asked to endorse and support the proposals.

### **1. Communities, Public Health, Environment and Prosperity**

Following the retirement of Dr Virginia Pearson, changes were made with this Committee's agreement, to the Director of Public Health role. It was changed from being a Chief Officer role with responsibility for a wider portfolio of services to being a role dedicated to Public Health and the role of Public Health for the Council and wider community. The new Director of Public Health formally took up the new role on 1<sup>st</sup> January 2021.

The services which fall within Communities, Public Health, Environment and Prosperity continue to have close working and collaboration and meet regularly as a management team. Line management arrangements for the Head of Planning, Transportation and Environment, the Head of Economy, Enterprise and Skills, and the Head of Communities have been temporarily moved to report to the Chief Executive. The service area is represented at Leadership Group by the Director of Public Health, with attendance from other service areas dependent on topic.

### **2. Children's Services**

2.1. Jo Olsson, Chief Officer for Children's Services retired at the end of December 2020. The new Chief Officer, Melissa Caslake is due to start on 1st February 2021. The following arrangements have been made for the intervening period:

- 2.1.1. Vivien Lines will act in an interim capacity in the statutory role of Director of Children's Services with responsibility for safeguarding matters. Line management arrangements will be changed on a temporary basis.

- 2.1.2. Vivien will report to the Chief Executive as will Dawn Stabb, Head of Education and Learning.
  - 2.1.3. Vivien will lead Improvement and oversee Social Care and Commissioning. She will manage Rachel Gillott, the acting head of Children's Social Care and Fiona Fleming, Head of Commissioning.
  - 2.1.4. Dawn Stabb will continue to lead Education and Learning and in addition will oversee Public Health Nursing and Early Help. She will manage Kate Stephens, Head of Public Nursing.
- 2.2. The recruitment process will commence this month for a permanent appointment to the Head of Children's Social Care (agreed at 28th September 2020 Appointments and Remuneration and Chief Officer Conduct Committee). A decision was taken to recruit to the Chief Officer post in the first instance and then follow this with the recruitment process for the Head of Children's Social Care. Previous experience has shown this will be another hard to recruit post. Following the successful use of a specialist executive search agency for the Chief Officer post, this route will be used again. The timetable is yet to be confirmed but it is anticipated that the selection process will take place late February 2021.

**Phil Norrey, Chief Executive**

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