

**Report for:** Staffing & Remuneration Committee, 25<sup>th</sup> April 2017

**Item number:** 4

**Title:** Appointment to the post of Assistant Director, Children's Social Care and Lead Practitioner

**Report authorised by :** Jon Abbey, Director of Children's Services  
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**Ward(s) affected:** All

**Report for Key/ Non Key Decision:** Non Key Decision

**1. Describe the issue under consideration**

- a. The Assistant Director: Children's Social Care and Lead Practitioner post became vacant with effect from 30<sup>th</sup> December 2017.
- b. The recruitment and selection campaign commenced in March 2017. The initial field of 10 applicants subsequently produced a short list of 4 candidates. Technical interviews were held on 4<sup>th</sup> April and 2 candidates were then recommended for progression to a final interview panel. The final interview panel will take place on 25<sup>th</sup> April 2017.
- c. This post is classed as a Chief Officer under the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and therefore, in accordance with Part 3 Section B of the Council's Constitution and the Standing Orders Regulations any proposed appointment to this post will require the approval of this Committee.
- d. The Committee is therefore asked to approve the recommendation of the Interview Panel by appointing the candidate recommended by the interview panel on the salary that will be proposed to the Committee as outlined below.

**2. Cabinet Member Introduction**

Not applicable.

### **3. Recommendations**

- a. That this Committee appoints the candidate recommended by the interview panel to the post of Assistant Director: Children's Social Care and Lead Practitioner on the salary that is proposed to the Committee which will be in the range of £94,800 to £110,200.
- b. That this appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council.

### **4. Reason for decision**

- a. To fill a senior post in the Council's organisation structure which is responsible for leading the delivery of services within the accountabilities of the role.

### **5. Alternative options considered**

- a. To fill this role on a temporary basis. However, this would not have been as cost effective nor offer the service the stability of a permanent appointment.

### **6. Background information**

- a. The recruitment and selection process for the Assistant Director: Children's Social Care and Lead Practitioner has been as follows:
  - i. A recruitment and selection campaign commenced in March 2017, and produced a substantial long-list of candidates interested in exploring a career in Haringey. As well as advertising internally, Gatenby Sanderson were engaged to complete a campaign of advertising and executive search, with a closing date of 27<sup>th</sup> March 2017. 10 candidates initially applied and, of these, 4 proceeded to first interview stage. Of these, 2 candidates were short listed for the final panel.
  - ii. The first round of interviews were conducted by Jon Abbey, Beverley Tarka and a further independent interviewer. This stage tested the candidates' technical abilities and leadership qualities.
  - iii. The candidates short-listed following the first technical interview were interviewed by a Member Panel: Cllr Sahota, Cllr Ross and Cllr Weston.
  - iv. The Interview Panel has proposed a salary which is within a pay range of £94,800 -£110,200 and is recognised as a HB1A role within the Council's Senior Leadership pay bands.
  - v. In accordance with the Council's Pay Policy Statement, if the appointee salary will be in excess of £100,00 per annum, it has to be agreed by the Staffing and Remuneration Committee.
- b. The recommendation that the appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council is intended to ensure that the appointed candidate signs up to the contract of employment which the Council offers him / her.

## **7. Contribution to strategic outcomes**

- a. The post of Assistant Director: Children's Social Care and Lead Practitioner is proposed to lead on objective 6 within Priority 1, which includes service improvement, workforce development and LAC sufficiency. This post is responsible for providing strategic and operational leadership across all aspects of Children's Social Care. The key change in this post is the lead practitioner element, the leadership and approach to social work across the service.

## **8. Statutory Officers' comments (Chief Finance Officer (including procurement),**

- a. The Chief Financial Officer (S151) has been consulted on the preparation of this report and comments that costs of the appointment can be met from approved budget agreed for this post of Assistant Director of Children in the current Medium Term Financial Strategy. However, it should be noted that funding for services and the way they are delivered are under constant review.
- b. The Safeguarding and Social Care Service are forecasting an overspend of £4.4m in 2016/17. This position will play an integral role in ensuring that these services are delivered within budget in 2017/18 and in future years.

## **9. Assistant Director of Corporate Governance, Equalities**

- a. In accordance with the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and Part 3 Section B of the Council's Constitution, any proposed appointment to the post referred to in this report will require the approval of this Committee.
- b. In accordance with the Council's Pay Policy Statement for 2017-2018, where it is proposed to appoint to a Chief Officer post and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary. Section 41 of the Localism Act 2011 requires the Council to comply with its Pay Policy Statement for the relevant financial year when fixing the pay of a Chief Officer.

## **10. Use of Appendices**

Not applicable

## **11. Local Government (Access to Information) Act 1985**

Not applicable.