

Meeting:	Employment panel
Meeting date:	Monday 26 November 2018
Title of report:	Appointment of director for adults and communities
Report by:	Chief executive

Classification

Open

Decision type

This is not an executive decision

Wards affected

(All Wards);

Purpose and summary

To appoint the council's director for adults and communities

Recommendation(s)

That:

- (a) **Subject to there being no valid objections received from cabinet members by 9am on Wednesday 28 November, [name to be confirmed] be appointed as the council's director for adults and communities.**

Alternative options

1. If employment panel determine that none of the candidates are appointable at this time, panel members can initiate a new search for the right candidate.

Key considerations

2. On 18 October 2018 employment panel approved the recruitment process for the post of director for adults and communities.

3. Subsequently a national search for candidates was undertaken and a shortlist of candidates was considered by the shortlisting panel. On Monday 26 November 2018 employment panel interviewed the shortlisted candidates.
4. Under the council's employment rules (para 4.9.1) the appointment of a statutory chief officer is undertaken by employment panel. Therefore after a full and rigorous selection process, employment panel is asked to confirm the appointment of [name to be confirmed] as the council's director for adults and communities. This appointment is subject to no valid objections being received from cabinet members within the timeframe specified, in accordance with the requirements of the council's employment rules.

Community impact

5. In accordance with the adopted code of corporate governance, Herefordshire Council needs appropriate structures and leadership, as well as people with the right skills, qualifications and mind-set to operate efficiently and effectively. The council is accountable for how it uses the resources under its stewardship, including accountability for outputs and outcomes achieved. In addition the council has an overarching responsibility to serve the public interest in adhering to the requirements of legislation and government policies.
6. The post holder provides strategic leadership to a key council service delivery area. Without effective leadership, outcomes for communities and individuals in Herefordshire could be adversely affected.

Equality duty

7. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to -
 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
8. The recommendations in this report and the recruitment and selection process take full account of the legislation and will ensure the council's equality duty is met.

Resource implications

9. The full time salary for this post is £124,860 and the establishment budget for this post is available within the MTFs. Any appointment will be made within this budget.

Legal implications

10. The council is required to designate a suitably qualified officer to act as Director of Adult Social Services as prescribed in Children Act 2004.

11. Paragraph 4.9.19 of the constitution provides that the short-listing and interview of candidates for this post will be carried out by the employment panel.
12. With regard to the salary referred to in paragraph 9 above, the Localism Act provides that the pay policy statement must be approved by council. This salary is set out in the council's pay policy statement and was approved at full council on 26 January 2018.

Risk management

13. The risk of not being able to successfully recruit to the role have been considered and mitigated by undertaking a national search for the right candidate.

Consultees

14. None.

Appendices

None.

Background papers

None identified.