

	<h2>Remuneration Committee</h2> <h3>Friday 6<sup>th</sup> February 2015</h3>
<p style="text-align: right;"><b>Title</b></p>	<p><b>Appointment of the Commissioning Director – Children and Young People</b></p>
<p style="text-align: right;"><b>Report of</b></p>	<p>Strategic Director for Commissioning</p>
<p style="text-align: right;"><b>Wards</b></p>	<p>Not applicable</p>
<p style="text-align: right;"><b>Date added to Forward Plan</b></p>	<p>Not applicable</p>
<p style="text-align: right;"><b>Status</b></p>	<p>Public</p>
<p style="text-align: right;"><b>Enclosures</b></p>	<p>Separately circulated Member pack</p>
<p style="text-align: right;"><b>Officer Contact Details</b></p>	<p>Chris Collier, Resourcing Consultant, 020 8359 7127</p>

## Summary

The General Functions Committee on 13<sup>th</sup> October 2014 approved proposals for the Commissioning and Associated Senior Management Positions restructure.

The restructure involved the deletion of the following posts:

- Strategic Director for Communities
- Strategic Director for Growth and Environment
- Lead Commissioner (Later Life)
- Lead Commissioner (Family and Community Wellbeing)
- Lead Commissioner (Schools, Skills and Learning)
- Lead Commissioner (Enterprise and Regeneration)
- Lead Commissioner (Housing and Environment)

The restructure involved the creation of the following posts:

- Strategic Director for Commissioning
- Commissioning Director (Children and Young People)

- Commissioning Director (Growth and Development)
- Commissioning Director (Adults and Health)
- Commissioning Director (Environment)

The role of Commissioning Director – Children and Young People is the designated statutory Director of Children’s Services. The role was advertised externally and as at the closing date, seven applications were received..

Applications were assessed against the criteria within the role profile and four candidates were deemed suitable to progress to the assessment centre stage.

The candidates were assessed via a number of methods at the assessment centre; these included a stakeholder panel, young people’s panel and 1-2-1 meeting with the Chief Executive and Strategic Director for Commissioning. Following this process, three candidates were deemed suitable for Member panel.

Members will be provided with some questions prior to the committee meeting for their consideration and these can be found within the Member recruitment pack. Questions will be agreed prior to the start of the appointment meeting.

## **Recommendations**

1. That the Committee interview the candidates for this post and, if considered appropriate, make an appointment

## **1. WHY THIS REPORT IS NEEDED**

- 1.1 This report provides background information to the recruitment process for the Commissioning Director – Children and Young People. This post is the designated statutory Director of Children’s Services

## **2. REASONS FOR RECOMMENDATIONS**

- 2.1 The Remuneration Committee’s terms of reference are set out in the Council’s Constitution – Responsibility for Functions, Annex A. Remuneration Committee are empowered to make final recruitment selection decisions for roles that hold a statutory duty.

## **3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

Not applicable.

## **4. POST DECISION IMPLEMENTATION**

- 4.1 Should the Committee consider one of the candidates appropriate to appoint to the role, then the appropriate offer process will commence, following the Council’s Recruitment and Selection policy.

## **5. IMPLICATIONS OF DECISION**

### **5.1 Corporate Priorities and Performance**

The post in question is critical to achievement of all the Corporate Priorities

### **5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**

The cost of the post and recruitment exercise will be contained within existing budget provision.

### **5.3 Legal and Constitutional References**

Under section 15A of the Constitution, Responsibility for Functions, the Remuneration Committee is responsible for chief office appointments. The appointment should be made on merit in accordance with section 7 Local Government and Housing Act 1989.

### **5.4 Risk Management**

None

### **5.5 Equalities and Diversity**

The Council has in place policies to ensure fair treatment and opportunity in our appointments to all roles within the Council. This process is governed by statutory requirements on equality of recruitment and by the Council’s own

internal policies.

For candidates with a disability, reasonable adjustments will be put in place to support their application and demonstrate their capabilities where they may be potentially disadvantaged as a result of any of the selection processes. This will be determined by the Director of Human Resources.

**5.6 Consultation and Engagement**

Members of Remuneration Committee will receive a separately circulated Member recruitment pack

**6. BACKGROUND PAPERS**

- 6.1 General Functions Committee Decision, Monday 13<sup>th</sup> October – item 7 (Commissioning Restructure and Associated Senior Management Position) – the committee authorised the Head of Paid Service to implement the new organisational structure as set out in the report.