

WIRRAL COUNCIL

EMPLOYMENT AND APPOINTMENTS COMMITTEE

7 JUNE 2012

SUBJECT:	SENIOR MANAGEMENT RECRUITMENT
WARD/S AFFECTED:	ALL
REPORT OF:	BILL NORMAN, DIRECTOR OF LAW, HR & ASSET MANAGEMENT
KEY DECISION	NO

1. EXECUTIVE SUMMARY

- 1.1. The purpose of this report is for The Employment and Appointments Committee to consider and agree the recruitment timetables, and agree the appointment of a proportionate Sub Committee, for The Director of Children's Services and The Head of Safeguarding and Care Governance.

2. BACKGROUND AND KEY ISSUES

- 2.1. The Employment and Appointments Committee on 28 February 2012 agreed the following (Minute 68):
 - a. That the post of Head of Branch – Safeguarding Adults and Children (0.5 in DASS) is deleted and the post of Head of Safeguarding and Care Governance is created as a full time position in DASS.
 - b. That the post of Head of Safeguarding and Care Governance is advertised on a permanent basis and the recruitment process be commenced with the appointment of a proportionate Sub-Committee.
- 2.2 The Employment and Appointments Committee on 29 September 2011 agreed the following (Minute 36):
 - a. That the Interim Director of Children's Services be asked to continue as the Acting Director of Children's Services for a further year on a fixed term basis, and that an external recruitment process takes place to ensure that a new Director of Children's Services is in post by the end of September 2012.

3. TIMETABLES FOR RECRUITMENT

- 3.1. The proposed timetable for The Director of Children's Services is attached at Appendix One.
- 3.2. The proposed timetable for The Head of Safeguarding and Care Governance is attached at Appendix Two.

4. PROPORTIONATE SUB COMMITTEE

- 4.1. The Employment and Appointments Committee is asked to appoint a proportionate Sub Committee for each of the recruitment processes.

4.2. A proportionate Sub-Committee would comprise of the following:-

7 Members = 4 Labour group seats

2 Conservative group seats

1 Liberal Democrat group seat

5. RISKS

5.1. The recruitment of The Director of Children's Services and The Head of Safeguarding and Care Governance will provide key leadership support to the Council. The timetables proposed takes account of the need for expediency to alleviate risks in delays to the recruitment process.

6. OTHER OPTIONS CONSIDERED

6.1. No other options were considered.

7. CONSULTATION

7.1. None.

8. IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1. The relevant stakeholders will be invited to take part in the recruitment process where appropriate. The recruitment process will take account of implications for voluntary, community and faith groups.

9. RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

9.1. All Senior Management Recruitment Services are supported internally by the Human Resources and Organisational Development Section, in addition to the services of external consultants.

10. LEGAL IMPLICATIONS

10.1. The Council will ensure that all relevant employment legislation is complied with in relation to Senior Management Recruitment.

11. EQUALITIES IMPLICATIONS

11.1. Has the potential impact of your proposal(s) been reviewed with regard to equality?

(b) No because there is no relevance to equality.

12. CARBON REDUCTION IMPLICATIONS

12.1. No specific carbon reduction implications arise as a result of this report.

13. PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1. No specific planning and community safety implications arise as a result of this report.

14. RECOMMENDATIONS

14.1. It is recommended that The Employment and Appointments Committee:

- a. Agree the proposed timetable for the recruitment processes for The Director of Children’s Services and The Head of Safeguarding and Care Governance.
- b. Appoint a proportionate Employment and Appointments Sub Committee for The Director of Children’s Services and The Head of Safeguarding and Care Governance.

15. REASONS FOR RECOMMENDATION/S

15.1. To ensure that the recruitment of The Director of Children’s Services and The Head of Safeguarding and Care Governance take place in a timely manner.

REPORT AUTHOR: Chris Hyams
telephone: 0151 691 8590
email: chrishyams@wirral.gov.uk

APPENDICES

Appendix 1 – Proposed Timetable: The Director of Children’s Services

Appendix 2 - Proposed Timetable: The Head of Safeguarding and Care Governance

REFERENCE MATERIAL

There is no reference material for this report.

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
The Employment and Appointments Committee	28 February 2012
The Employment and Appointments Committee	29 September 2011