

**LEADER OF THE COUNCIL
COUNCILLOR PHIL DAVIES**

EMPLOYMENT & APPOINTMENTS COMMITTEE

THURSDAY 24 NOVEMBER 2016

DEPUTY DIRECTOR: CHILDREN'S CARE SERVICES

REPORT SUMMARY

This report proposes that the Employment and Appointment Committee agree to delegate authority to the Appointment Panel for the Deputy Director Children's Care Services, to agree the appropriate salary for the role, should it be required to secure the best candidate for Wirral.

RECOMMENDATION/S

The Employments and Appointments Committee are requested to delegate authority to the Appointment Panel for the Deputy Director Children's Care Services, to agree the appropriate salary for the role, should it be required to secure the best candidate for Wirral.

SUPPORTING INFORMATION

1.0 REASON/S FOR RECOMMENDATION/S

- 1.1** The Employment and Appointments Committee on 11 October 2016 agreed to start the selection process for the Deputy Director Children's Care Services and this is underway. Market feedback from our recruitment partners, Penna PLC, suggests that there are high quality potential candidates who may apply for the position should there be a flexibility in salary. This is based on their current salaries. In order not to restrict the pool for this critical position, we would like to propose that the Appointments Panel be given delegated authority to vary the salary, if required, for the best possible candidate.
- 1.2** The role of Deputy Director Children's Care Services is essential to ensure that the Council has the appropriate leadership capacity in order to deliver safe and high quality services for children, young people and families, and to ensure that the recommendations of the Ofsted Inspection are implemented in order to improve outcomes for Wirral's children.

1.3 The additional flexibility will allow the Appointment Panel to consider the full range of candidates interested in the role so that the best possible field of candidates can be tested as part of the recruitment and selection process.

1.4 To mitigate the risk of future recruitment and retention issues and provide stability for the department going forward.

2.0 OTHER OPTIONS CONSIDERED

2.1 The first recommendation made by Ofsted following their Inspection was to encourage the Council to take urgent steps to recruit a permanent and experienced Head of Social Care to provide operational leadership to services for vulnerable children. The Council commenced a six week executive search for suitable candidates for this role in partnership with Penna on 31 October 2016. Market feedback via Penna has indicated that those individuals with significant experience in the role, considering a sideways move, are already on a similar or higher salary. This option therefore gives flexibility to the Appointment Panel which is sought at the most opportune time in order to attract applications of the highest standard.

3.0 BACKGROUND INFORMATION

3.1 On 11 October 2016 the Employment and Appointments Committee agreed the following:

“The re-grading and re-designation of the vacant post ‘Assistant Director: Children’s Care Services to Deputy Director: Children’s Care Services to ensure the level of remuneration reflects the size and scope of the role in line with market rates, will attract high quality candidates and supports retention to provide the longer term stability required for the service.

(Grade: D2 Salary range: £82,741 to £91,935)”

3.2 The D2 salary range was recommended based on the market information available at the time, including a benchmarking exercise of comparative roles.

3.3 Penna began the executive search on 31 October 2016 for a period of 6 weeks up to 12 December 2016. The longlisting and shortlisting processes will take place throughout December, with final assessments taking place in January 2017. The timetable is attached at Appendix One.

3.4 Market feedback via Penna, conducted as part of the executive search has shown the following:

- Positive feedback in relation to the challenges the role presents, particularly from those already working at this level who welcome a challenge and are excited about being a part of Wirral’s improvement journey.
- The salary is an issue in terms of attracting these individuals as some are already on a similar or higher salary.
- The pool of candidates interested in a sideways move is limited: those who have operated at this level for some time are usually looking to move to Director level.

- The market is largely populated with Assistant Directors who are fairly new to the role.

3.5 The Employment and Appointments Committee are therefore asked to delegate authority to the Appointment Panel to agree the final salary of the appointed candidate outside the agreed D2 salary range, should this be required to secure the best candidate for Wirral.

4.0 FINANCIAL IMPLICATIONS

4.1 The financial implications of any proposed variance to salary would need to be considered by the appointments panel and to stay within staffing budgets.

5.0 LEGAL IMPLICATIONS

5.1 There are no legal implications.

6.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS

6.1 There are no other resource implications in relation to this report.

7.0 RELEVANT RISKS

7.1 It is crucial the Council is able to attract and retain a candidate with strong leadership and management skills and the knowledge and expertise to drive through the improvements and recommendations of the Ofsted report.

7.2 Some interested candidates are experienced assistant directors already operating at this level with a similar or more favourable remuneration packages. There is therefore a risk that Wirral will not be able to attract candidates with the required knowledge, skills and experience.

7.3 The associated risks are:

- a) Failure to deliver consistently high quality social work services which respond to children's needs to adequately safeguard them.
- b) Continued instability in the management and leadership of the service
- c) Failure to comply with Ofsted requirements and recommendations

8.0 ENGAGEMENT/CONSULTATION

8.1 There has been no consultation regarding this report

9.0 EQUALITY IMPLICATIONS

9.1 There are no equality implications

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APPENDICES

Appendix One: Timetable - Deputy Director: Children's Care Services

REFERENCE MATERIAL

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Employment and Appointments Committee	11 October 2016