

Appointments Etc Panel

Monday, 5 September 2016, 10.00 am, County Hall

		Minutes
Present:		Mr A N Blagg, Ms P A Hill, Mrs L C Hodgson and Mrs E B Tucker
Also attended:		
Available papers		The Agenda papers (previously circulated), a copy of which will be attached to the signed Minutes.
1004	Named Substitutes	Lucy Hodgson substituted for John Campion. Liz Tucker substituted for Fran Oborski.
1005	Apologies and Declarations of Interest	None received.
1006	Appointment of Vice Chairman	Anthony Blagg was elected as Vice Chairman.
1007	Confirmation of Minutes	RESOLVED: that the minutes of this meeting be circulated to Members of the Panel and be signed by the Chairman in the light of any comments on their accuracy received within 7 days of their circulation.
1008	Exclusion of Press and Public	RESOLVED: that the public and press be excluded from the meeting during the consideration of the following items of business on the grounds that if they were present during such consideration it would be likely that there would be disclosure to them of exempt information as defined in Section 100(I) and Schedule 12A of the Local Government Act 1972 relating to any individual and the public interest in maintaining the exemption outweighed the public interest in disclosure.
1009	Children, Families and Communities Leadership Team Restructure	In the Chairman's absence Councillor Blagg as Vice Chairman chaired the meeting. He invited the Director of Children's, Families and Communities to present the report. The Director of Children's, Families and Communities explained that on the 20 June 2016 the Panel were briefed on the business case to maximise the synergies

Proposal

between Communities Services and Early Help in order to achieve better outcomes for families and children. The Panel confirmed their support for the strategic direction outlined and approved the commencement of formal consultation on a restructure proposal at Head of Service level.

The Panel agreed that the services within Communities and Early Help would be better delivered under the leadership of a single Assistant Director post which would facilitate better integration of these services and enable the strategic ambition for stronger families and communities to be achieved. This proposal for consultation therefore recommended the deletion of the post of Head of Communities and the post of Strategic Commissioner Early Help and Partnerships and the creation of a new post of Assistant Director Families, Communities and Partnerships.

The Panel required that on completion of formal consultation, the Director of Children, Families and Communities report back to Panel regarding the outcome of consultation and recommendations for a way forward. The report before the Panel today was that report.

The Panel discussed the Key Drivers for the restructure proposal and the consultation approach that had been undertaken.

The Chairman invited the Panel to put questions to officers on the report, particularly the proposed Job Description and Person Specification, and the management responses to the formal consultation and proposals.

Following discussion the Panel agreed that the current Job Description/Person Specification was too focused upon the Early Help element of the new Assistant Director Post, they requested that it be amended to further reflect the Communities elements of the new post.

The Director of Children's, Families and Communities informed the Panel that the management responses in Appendix 7 were the responses from the Strategic Leadership Team.

The Panel discussed the management response proposals in Appendix 7 which suggested where in the County Council certain services should organisationally sit. The Panel discussed in depth where Registration/Coroners/CIMU should sit in the organisation.

The Panel agreed:

A) That having regard to the report and outcome of consultation approves a restructuring proposal at Head of Service level which supports the strategic direction to maximise the synergies between Communities Services and Early Help in order to achieve better outcomes for families and children, consisting of the following elements:

- i) the deletion of 2 substantive Heads of Service posts, namely, the Strategic Commissioner Early Help and Partnerships and the Head of Communities (both Head of Service Band 1);**
- ii) the creation of a new post of Assistant Director Families, Communities and Partnerships (Head of Service Band 1);**
- iii) the realignment of certain services originally proposed for inclusion in the role of Assistant Director Families, Communities and Partnerships to other Directorates as recommended in Appendix 7**
- iv) confirmation that Hannah Needham and Neil Anderson, holders of the posts referred to in i) above, are both considered to be provisionally at risk as a result of this proposal;**
- v) agreement that Hannah Needham and Neil Anderson are both ring-fenced for prior consideration for appointment to the new post of Assistant Director Families, Communities and Partnerships;**
- vi) there be a further meeting of the Panel in due course to consider appointing to that new post;**
- vii) agreement that, in the event that the outcome of (v) and (vi) identifies a suitable candidate for**

appointment to the new post, that the post would be offered as suitable alternative employment to that candidate;

viii) notes that subject to the outcome of (v), (vi) and (vii) the future Panel will be required to consider the employment implications for any unsuccessful candidate(s), noting that this could lead to the unsuccessful candidate(s) being formally placed at risk of redundancy.

B)That the Job Description/Person Specification for the new post of Assistant Director Families, Communities and Partnerships be amended to reflect all of the services agreed in the scope of the new role and to reflect an appropriate emphasis on both Early Help and Community Services.

C)That in the event that no appointment is made to the post, a future Panel would be asked to authorise the Director Children, Families and Communities to commence an external recruitment campaign, in conjunction with the Chairman of the Panel and the relevant CMRs.

The meeting ended at 11:07

Chairman