

## Appointments Etc Panel

### Monday, 5 February 2018, 2.00 pm

#### Present:

#### Minutes

Mr A I Hardman (Chairman), Mrs L C Hodgson,  
Mr A P Miller, Mr C Rogers and Mrs E B Tucker

#### Available papers

The Agenda papers (previously circulated), a copy of which will be attached to the signed Minutes.

#### 1138 Named Substitutes

Mrs L Hodgson for Mr A C Roberts.

#### 1139 Apologies and Declarations of Interest

Mr A Fry and Mr A C Roberts gave apologies. There were no declarations of interest.

#### 1140 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.

#### 1141 Exclusion of Press and Public

**RESOLVED:** that the press and public be excluded from the meeting for the following item as is likely that exempt information relating to any individual will be disclosed and the public interest in maintaining the exemption outweighs the public interest in disclosure.

#### 1142 Appointment to the Role of Interim Director of Adult Services

*[This is a fair summary of the meeting in exempt session and there are no separate exempt minutes]*

#### Background Information

On 13 November 2017 Sander Kristel resigned from the post of Director of Adult Services and was leaving the Council on Sunday 13 February 2018. Sander Kristel also held the statutory designation as Director of Adult Social Services (DASS). The Council was required to have a DASS and had designated the DAS post as the statutory DASS.

Panel was aware of the ongoing work in relation to the Alternative Delivery Model in Children's Services and it was unknown as to the impact this would have on both Children's and Adult services in the future.

In addition the Council was recruiting to a number of Strategic Leadership positions including the Chief Financial Officer and the Director (Commissioning and Commercial), both of which were critical roles within the Strategic Leadership Team.

As part of the consideration given to how best to fill this statutory role the chosen executive search partner was asked to consider the current market position to help determine how best to proceed. They reported that the permanent market for this type role was extremely competitive and given the current number of vacancies/ongoing recruitment campaigns existing at a strategic leadership team level, they would not recommend proceeding to recruitment to this post on a permanent basis at this point.

The Cabinet Member with Responsibility for Adult Social Care therefore asked the Head of HR & OD to test availability in the interim market. A long-listing desktop exercise was undertaken by the current Director of Adult Services, on behalf of the Chief Executive, with support from the Head of HR & OD who considered that Avril Wilson met the required level of experience and qualification detailed in the person specification.

On 25 January 2018, Avril Wilson was interviewed by Simon Geraghty, Leader of the Council, Adrian Hardman, Cabinet Member with Responsibility, Sander Kristel, Director of Adult Services and Richard Taylor, Head of HR & OD.

Following this interview, and recognising the volatility of the interim market, it was agreed by the Chief Executive, in discussion with the Cabinet Member with Responsibility for Adult Services that a recommendation be made to Panel to offer Avril Wilson a 12 month interim contract, commencing on 11 February and with a review at 6 months.

The Panel interviewed Avril Wilson and was satisfied that she was a very suitable candidate for appointment.

**RESOLVED that the Panel:**

**(a) appoint to the role of Director of Adult Services on an interim basis for a period of up to 12 months with a review at 6 months;**

**(b) determined to offer the post of Interim Director of Adult Services to Avril Wilson as set out in the**

report; and

**(c) authorised the Chief Executive, in consultation with the Cabinet Member with Responsibility for Adult Social Care, to settle the detailed terms of the interim contract for Avril Wilson and carry out the review in a) above.**

The meeting ended at 3.10pm

Chairman .....