

Minutes of the Appointments Etc Panel

Lakeview Room, County Hall

Wednesday, 12 January 2022, 1.00 pm

Present:

Cllr Mel Allcott, Cllr Brandon Clayton, Cllr Adrian Hardman (Chairman),
Cllr Karen May and Cllr Jo Monk

1289 Named Substitutes

None.

1290 Apologies and Declarations of Interest

Councillor Shirley Webb.

1291 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.

1292 Exclusion of Press and Public

RESOLVED: that the press and public be excluded from the meeting for the following item as it 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.

1293 Strategic Director for People

The Strategic Director for People would leave the organisation on 31 March 2022. The Council was required by law to have a statutory Director of Adult Social Services (DASS) and the Strategic Director for People was the designated post for this function.

The Panel considered and approved a re-shaped Job Description (JD) and Person Specification (PS). Both the JD and PS emphasise the strong leadership capability and experience the Council could expect from prospective candidates along with the removal of the Director of Public Health as a direct report.

The Director of Public Health (DPH) role currently reported to the Strategic Director for People. During the Covid pandemic the DPH was at the centre of the response and attended Senior Leadership Team meetings alongside the other statutory officers. With the advent of the Integrated Care system in April 2022 impacting on both public health and adult social care, it was proposed that this post would move to report to the Chief Executive on a permanent basis.

It was likely that there would be a gap between the current Strategic Director leaving the Council and her successor starting. In order to ensure the Council filled the statutory DASS post, the Panel was asked to authorise the Chief Executive to commence recruitment to the Strategic Director post on an interim basis, until the permanent recruitment had been completed and the successful candidate took up the post.

RESOLVED: that

- a) the revised Job Description and Person Specification for the post of Strategic Director for People be approved;**
- b) the Chief Executive be authorised, in consultation with the Cabinet Member with Responsibility for Adult Social Care, to commence the permanent recruitment to the post of Strategic Director for People and the appointment to be brought to a later Appointments Etc. Panel;**
- c) the Chief Executive is authorised to commence interim recruitment to the post of Strategic Director for People until the permanent recruitment to the post is completed;**
- d) the Chief Executive is authorised, in consultation with the Cabinet Member with responsibility for Adult Social Care, to conduct long listing and short-listing interviews; and**
- e) the change in reporting line for Director of Public Health from the Strategic Director for People to the Chief Executive be approved and the Assistant Director for Human Resources, OD and Engagement updates the JDPS for the Chief Executive and Director of Public Health accordingly.**

The meeting ended at 1.32 pm

Chairman