



WOKINGHAM BOROUGH COUNCIL

An Extraordinary Meeting of the **PERSONNEL BOARD** will be held in First Floor 12 - Civic Offices, Shute End, Wokingham RG40 1BN on **THURSDAY 2 AUGUST 2018** AT **6.30 PM**

A handwritten signature in black ink, appearing to read 'Manjeet Gill', is written over a light grey rectangular background.

Manjeet Gill
Interim Chief Executive
Published on 25 July 2018



WOKINGHAM BOROUGH COUNCIL

Our Vision

A great place to live, an even better place to do business

Our Priorities

Improve educational attainment and focus on every child achieving their potential

Invest in regenerating towns and villages, support social and economic prosperity, whilst encouraging business growth

Ensure strong sustainable communities that are vibrant and supported by well designed development

Tackle traffic congestion in specific areas of the Borough

Improve the customer experience when accessing Council services

The Underpinning Principles

Offer excellent value for your Council Tax

Provide affordable homes

Look after the vulnerable

Improve health, wellbeing and quality of life

Maintain and improve the waste collection, recycling and fuel efficiency

Deliver quality in all that we do

MEMBERSHIP OF THE PERSONNEL BOARD

Councillors

Alistair Auty (Chairman)

Stuart Munro (Vice-Chairman)

UllaKarin Clark

Lindsay Ferris
Charles Margetts

Charlotte Haitham Taylor

Pauline Helliar-Symons

ITEM NO.	WARD	SUBJECT	PAGE NO.
26.		APOLOGIES To receive any apologies for absence	
27.		DECLARATION OF INTEREST To receive any declarations of interest	
28.	None Specific	INTERIM DIRECTOR OF CHILDREN'S SERVICES To consider a report regarding the appointment of an Interim Director of Children's Services. (<i>contains part 2 sheets</i>)	5 - 28
29.		EXCLUSION OF THE PUBLIC The Personnel Board will exclude press and public in order to discuss the Part 2 sheets of Agenda Item 28 above and to do so it must pass a resolution in the following terms: That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act (as amended) as appropriate.	

Any other items which the Chairman decides are urgent

A Supplementary Agenda will be issued by the Chief Executive if there are any other items to consider under this heading.

CONTACT OFFICER

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Civic Offices, Shute End, Wokingham, RG40 1BN

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TITLE	Interim Director of Children's Services
FOR CONSIDERATION BY	Personnel Board on 2 August 2018
WARD	None Specific;
DIRECTOR	Chief Executive - Interim Manjeet Gill

OUTCOME / BENEFITS TO THE COMMUNITY

The Personnel Board are required to appoint an interim Director of Children's Services to cover all the statutory responsibilities required of the post and to ensure they are properly discharged. The Council needs cover for the statutory responsibilities of the Director of Children's Services post prior to the incumbent's official end date due to a period of leave prior to departure. This will enable a period of handover and service continuity. This appointment would be from 21st August until such time as a permanent appointment is made and able to start with the Council.

RECOMMENDATION

Personnel Board is recommended:

- 1) that following the outcome of a technical interview conducted by Officers, two candidates are considered for the appointment to the role of interim Director of Children's Services;
- 2) to interview the two recommended candidates following technical interview and to appoint a candidate to undertake the statutory responsibilities of the Director of Children's Services on an interim basis from 21st August 2018 until such time as a permanent appointment is made and able to start with the Council;
- 3) to recommend to the Special Council Executive Committee that the preferred candidate is appointed to undertake the statutory responsibilities of the Director of Children's Services on an interim basis with effect from 21st August 2018 until such time as a permanent appointment is made and able to start with the Council.

SUMMARY OF REPORT

In light of the imminent departure of Lisa Humphreys, the Interim Director of Children's Services, it is necessary to appoint an Officer who will have responsibility for the statutory children's social care functions. It is therefore proposed to appoint, on an interim basis, a candidate to the statutory role of Director of Children's Services from 21st August 2018 until such time as a permanent appointment is made and able to start with the Council. This will enable continuity of service whilst the outgoing Interim Director of Children's Services undertakes a period of leave prior to her official end date of 16th September.

Background

A recruitment consultancy company has been engaged to source prospective candidates meeting our search criteria detailed in the job description.

Four candidates were selected to proceed to technical interview. From this, two preferred candidates will be identified for further consideration by Members.

The Board is requested to interview these two candidates with a view to making an appointment.

CVs are attached as Appendix 1 to the report and will be considered in Part 2 session.

Analysis of Issues

If there was a high profile incident the Council could lose direction and credibility without a clearly defined and officially appointed officer who had statutory responsibility for Children's Services.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)			
Next Financial Year (Year 2)			
Following Financial Year (Year 3)			

Other financial information relevant to the Recommendation/Decision

N/a

Cross-Council Implications

N/A

Reasons for considering the report in Part 2

Information relating to individuals

List of Background Papers

Candidate CVs

Contact Joelle Cooper	Service Business Services
Telephone No Tel: 07500990751	Email joelle.cooper@wokingham.gov.uk

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of the Local Government Act 1972.

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