

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

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