

Report No.

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: URGENCY COMMITTEE

Date: 8 August 2016

Decision Type: Urgent Non-Executive Non-Key

Title: CHIEF OFFICER APPOINTMENT: EXECUTIVE DIRECTOR OF EDUCATION, CARE AND HEALTH SERVICES

Contact Officer: Charles Obazuaye, Director of HR
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Chief Officer: Charles Obazuaye, Director of HR

Ward: N/A

Reason for report

- 1.1 As Members are aware the Ofsted inspection of Children's Services seriously criticised the lack of leadership capacity in the organisation. It highlighted the importance of recruiting into the vacant Executive Director of Education, Care & Health Services post to provide the strategic lead and connectivity between services and partner agencies for the good of Bromley's children and young people.
- 1.2 Hence this report is seeking Member approval to carry out a fast track/streamlined recruitment and selection process without undermining the quality of the post or the pool of potential candidates for this vital leadership position in the organisation.
- 1.3 The report sets out the proposed recruitment and selection process and the latter will include a Peer Selection Panel to be chaired by the Chief Executive, but the final interview and the decision on who to appoint is a matter for the Chief Officer Appointment Panel of the Council.

1. RECOMMENDATION(S)

2.1 The Urgency Committee is asked to agree the following recommendations namely :-

- 2.1.1 Confirm that the Membership of the Appointment Panel agreed at the last annual meeting of full Council should not be increased given the tight selection timeline on this occasion.**

- 2.1.2 Agree to appoint a suitable person at circa £160k per annum but authorise the Chief Executive to increase the total salary package by no more than £5k (including the lease car option).**
- 2.1.3 Note and agree that the Chief Officer Appointment Panel will sit immediately after the advert closing, but no later than Friday 19 August 2016 to interview the shortlisted candidates.**
- 2.1.4 Note and agree the proposal to set up a Peer Selection Panel comprising the Chief Executive and up to two representatives of the Directors' Group/the Corporate Leadership Team and a representative or two from partner agencies, to assist in the selection process. However, the final decision on who to appoint is the sole responsibility of the Chief Officer Appointment Panel as per 2.1.3 above and the Council's constitution.**
- 2.1.5 Note and agree that the Chief Executive with advice from the Director of HR and/or specialist technical advice from a social care professional will assess the quality of applications received and present a shortlist to the Chief Officer Appointment Panel for the final interview.**

Corporate Policy

1. Policy Status: Existing Policy:
 2. BBB Priority: Children and Young People:
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Financial

1. Cost of proposal: Estimated Cost No Cost Not Applicable: Further Details
 2. Ongoing costs: Recurring Cost Non-Recurring Cost Not Applicable: Further Details
 3. Budget head/performance centre:
 4. Total current budget for this head: £
 5. Source of funding:
-

Staff

1. Number of staff (current and additional):
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement Non-Statutory - Government Guidance None: Further Details
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

3.1 Sense of Purpose/Sense of Urgency

- 3.1.1. The common theme in the Ofsted 18 recommendation report is the lack of leadership capacity to maintain and sustain children's services improvement in the Borough. It was flagged up as a significant unmitigated gap requiring urgent attention as part of a conscious collective effort working with other partner agencies to improve the life chances of children and young people in the borough. The post of Executive Director of Education, Care & Health Services is key to the recovery and improvement journey and the speed of learning the lessons from the Ofsted inspection and building and sustaining the collective energies and the forward thinking currently being displayed internally and by representatives of partner agencies.
- 3.1.2 Given the significant culture and structural challenges that lie ahead, it is imperative the post of Executive Director of Education Care & Health Services is recruited into in a timely manner, as a reasonable "quick win" in order to create belief and sustainable fellowship within and outside the organisation and the Council's Children's Services Workforce, in particular.
- 3.1.3 Hence, the recruitment and selection process is being fast tracked with a very tight timeline. The post is currently being advertised online both on Bromley recruitment website and Guardian online which is the preferred site for potential applicants. The proposed plan is that the Chief Executive with advice from the Director of HR and a specialist adviser preferably someone with high level experience relevant to the post who will put a shortlist to the Chief Officer Appointment Panel for the final interview on Friday 19 August 2016. On the same day as the Chief Officer Appointment Panel, the Chief Executive will Chair a Peer Selection Panel comprising of representatives of the Directors Group and partner agencies to interview the shortlisted candidates. The information from the Peer Selection Panel will be provided to the Chief Officer Appointment Panel to assist their deliberation. The final decision on who to appoint is a matter for the Chief Officer Appointment Panel.
- 3.2 There is a national shortage of quality experienced candidates for this level of post, partly because of the span of control and the associated workload pressures. The various attempts to date to source an external Interim Director of Children's Services following the inadequate judgement have been difficult partly because of the limited pool of suitable candidates with sufficient proven record and credibility to successfully lead the Council's improvement journey.
- 3.3 In light of this it is vitally important that the Council offers a competitive salary package in the region of £160k which is currently outside of the grade range for the post (£96,981-£145,461). The post also attracts a lease car or cash in lieu circa £5k.
- 3.4 Given that the proposed salary package is more than £100k, the Urgency Committee on behalf of Full Council is required to approve it, pursuant to the Localism Act 2011 and the Council's published Pay Policy Statement for Chief Officers as defined by the Local Government and Housing Act. The Committee should also consider authorising the Chief Executive, following advice from the Director of HR, to increase the total package by no more than £5k (including the lease car entitlement).
- 3.5 The successful candidate will manage a large portfolio of services and also act as the statutory lead for Children and Adult Services. The successful candidate is expected to possess the right skill mix and experience to focus on the transitional and transformational challenges and opportunities arising from the Ofsted inspection outcome.

3.6 Given the size of the departmental portfolio the appointment is of particular interest to Members from across the Council and from more than one Member Portfolio. Whilst the Committee may want to consider whether the size of the Chief Officer Appointment Panel should be increased, it should also consider the impact this may have on Member availability on the proposed date 19 August 2016 for the final interview.

The membership of the Appointment Panel for Chief Officers is approved each year at the annual meeting of the Council. The standard membership is:

Up to 8 members as follows:

- The Leader of the Council
- A majority Party Member of the Executive
- A majority Party Member of the PDS Chairman
- The Chairman or Vice-Chairman of the GP&L Committee
- One Labour Member
- Up to 3 other Majority Party Members nominated by the Leader of the Council

3.7 Finally, the membership and terms of reference of the Urgency Committee are set out in Part 3 of the Council’s Constitution as follows:

‘Urgency Committee (7 Members comprising the Mayor, the Chairman of the E&R PDS Committee, the Chairman of the GP&L Committee, the relevant Portfolio Holder and the Leaders of the three largest party groups).

To deal with urgent non-executive decisions that are not of a sensitive nature – any such decisions made shall be reported to the next available meeting of the Full Council.

4. FINANCIAL IMPLICATIONS

4.1 The post is funded from existing salary budget.

5. LEGAL / HR IMPLICATIONS

5.1 These are already covered in the preceding paragraphs above.

Non-Applicable Sections:	Policy
Background Documents: (Access via Contact Officer)	