

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 23rd February 2017

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WARD(S): All

PART I **FOR DECISION**

APPOINTMENT TO STATUTORY ROLES OF DIRECTOR OF ADULT SOCIAL CARE AND DIRECTOR OF CHILDREN, LEARNING AND SKILLS

1 Purpose of Report

The report sets out details of the appointment of the Director of Adult Social Care and the Director of Children, Learning and Skills. The posts have been recruited to in accordance with the Constitution's Employment Procedure Rules and this report is submitted to Council seeking formal approval to the appointment to these posts.

2 Recommendation

The Council is requested to resolve:

- (a) That the appointment of Alan Sinclair to the statutory role of Director of Adult Social Care be approved and confirmed.
- (b) That the appointment of Cate Duffy to the statutory role of Director of Children, Learning and Skills be approved and confirmed.

3 The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The Director of Adult Social Care and Director of Children, Learning and Skills are essential to ensure statutory functions are maintained and are key to supporting the council in achieving its aims. The posts will make a significant contribution to the Priority outcomes of the Council's Five Year Plan – Putting People First:

- Our children and young people will have the best start in life and opportunities to give them positive lives.
- Our people will become healthier and will manage their own health, care and support needs.

4 Other Implications

(a) Financial

Funding for these posts is earmarked in the budget.

(b) Human Rights Act and Other Legal Implications

Every Authority with responsibility for Social Care is required to appoint to the statutory roles of Director of Children's Services (DCS) and Director of Adult Social Services (DASS). The Council is required to appoint to these statutory roles to fulfil

statutory functions and comply with the requirements of the Local Government and Housing Act 1989, Section 6 of the Local Authority Social Services Act 1970 and Section 18(7) of the Children Act 2004.

5 Supporting Information

Director of Adult Social Care

- 5.1 The first recommendation refers to the requirement to appoint to the statutory officer role of Director of Adult Social Care.
- 5.2 The interview process for this post consisted of assessment using on-line SHL testing, presentation and interview to an Officer Panel and an interview by the Member Appointment Panel. Interviews were conducted on Thursday 15th and Friday 16th December 2016. Following this process the Member Panel recommended that an offer of appointment to the above post be made to Alan Sinclair, subject to Executive confirmation and satisfactory pre-employment clearances. Alan Sinclair has been the Acting Director Adult Social Care since November 2014.
- 5.3 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.
- 5.4 Following the permanent appointment of Alan Sinclair into the post of Director of Adult Social Care it is necessary to receive formal approval from the Council.

Director of Children, Learning and Skills

- 5.5 The second recommendation refers to the requirement to appoint to the statutory officer role of Director of Children, Learning and Skills.
- 5.6 The interview process for this post consisted of assessment using on-line SHL testing, presentation and interview to an Officer Panel, Wider Officer Panel including partners from health, police and schools and an interview by the Member Appointment Panel. Interviews were conducted on Monday 12th December 2016 and Tuesday 10th January 2017. Following this process the Member Panel recommended that an offer of appointment to the above post be made to Cate Duffy, subject to Executive confirmation and satisfactory pre-employment clearances.
- 5.7 Members of the Executive have been formally notified in accordance with the provisions of the Constitution and no objection has been received to the proposal.
- 5.8 Following the appointment of Cate Duffy to the post of Children, Learning and Skills (from April 2017) it is necessary to receive formal approval from the Council.

6 Conclusion

The Council is committed to appointing permanent officers to statutory officer roles. These appointments will ensure that the Council can address the challenges and opportunities of delivering adult social care and ensuring our children and young people are safe, happy and successful.

7 Background Papers

None.