



## APPOINTMENT SUB-COMMITTEE

<b>Subject Heading:</b>	Director of Children's Services – Extension of Acting Up Arrangements
<b>SLT Lead:</b>	Andrew Blake-Herbert, Chief Executive
<b>Report Author and contact details:</b>	Julian Sivill, Strategic HR Business Partner (x3763)
<b>Policy context:</b>	The Governance Committee (30 <sup>th</sup> August 2017) agreed that the Appointment Sub-Committee will agree any extension of any temporary Chief Officer appointment beyond an initial 12 month period.
<b>Financial summary:</b>	There are no financial implications arising from this report save for the salary costs associated with the extension which have been budgeted for.

### The subject matter of this report deals with the following Council Objectives

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

### SUMMARY

This report recommends the extension of the current acting up arrangements into the vacant Director of Childrens' Services role.



## RECOMMENDATIONS

That the Appointment Sub-Committee approve the extension of the current arrangements, whereby Robert South is acting up into the position of Director of Childrens' Services, for a further period of up to 6 months with effect from 14<sup>th</sup> October 2020 – the exact end date of the acting up period to be determined by the Chief Executive.

### REPORT DETAIL

The Governance Committee (30<sup>th</sup> August 2017) agreed that:

Responsibility for the appointment of Chief Officers on a temporary basis (including 'Acting Up' or 'Secondment' arrangements), covering either a permanent or temporary post for a period of **up to a maximum of 12 months** is delegated to the Head of Paid Service. Any extension to the temporary arrangement beyond the initial 12 month period will require the approval of the Appointment Sub-Committee and in the case of temporary/fixed term employment contracts this will be limited to a further maximum period of 6 months.

Following the resignation of the former Director of Children's Services (Tim Aldridge), the Chief Executive confirmed that Robert South would act up into the vacant role for a period of 12 months. This would ensure the continuity of the improvement journey Children's Services had been on, as reflected in our Ofsted inspections.

The initial 12 month acting up period is due to end on 13<sup>th</sup> October 2020.

With the Covid crisis, it was not felt that it would have been the right time to go to the market over the past few months to try to recruit a new permanent appointment. Robert has equipped himself extremely well throughout the last 12 months, and some of those achievements are outlined in Appendix A, so it is proposed that the current acting up arrangements are extended for a further period of up to 6 months with effect from 14<sup>th</sup> October 2020.

Subject to no further lockdown requirements due to the Covid crisis, the intention will be to go to the market in the autumn with the aim of having a permanent appointment determined by Christmas with a view to commencing as early as practicable in the new year. The end date of the proposed extension of the acting up arrangements will be determined by the actual start date of the successful candidate.

### IMPLICATIONS AND RISKS

**Appointment Sub-Committee, 18 September 2020**

**Financial implications and risks:**

There are no financial implications or risks arising directly save for the salary costs which have been budgeted for.

**Legal implications and risks:**

There are no legal implications or risks arising directly. The extension process is being managed in accordance with the Council's policies and procedures.

**Human Resources implications and risks:**

There are no HR implications or risks arising directly. The extension process is being managed in accordance with the Council's policies and procedures.

**Equalities implications and risks:**

There are no equalities implications or risks arising directly. The extension process is being managed in accordance with the Council's policies and procedures.