

TITLE OF REPORT Appointment to Group Director, Children, Adults and Community Health post	
APPOINTMENTS COMMITTEE 17 NOVEMBER 2016	CLASSIFICATION: Open
WARD(S) AFFECTED All Wards	
Tim Shields, Chief Executive	

1. INTRODUCTION AND PURPOSE

This report recommends that the Appointments Committee establish a sub committee to appoint to the Group Director, Children Adults and Community Health post in the senior management structure, as required by the Officer Employment Procedure Rules within the Constitution.

2. RECOMMENDATION(S)

The Appointments Committee is recommended to:

- 1) Establish a sub-committee as detailed in this report and decide upon the membership of that committee
- 2) Agree the recruitment strategy as detailed in this report

3. REASONS FOR DECISION

The Committee is recommended to take this decision to ensure that this Group Director appointment is made in accordance with the Officer Employment Procedure Rules contained within the Council's Constitution.

4. BACKGROUND

There is a vacancy in the senior management structure which is currently filled on an acting up basis. It is desirable for the stability of the management team and the Council that this post is substantively filled.

The recommended recruitment strategy for this post is, initially, an internal and external advertisement using the Council's usual channels. If required following this exercise, a headhunter could be appointed. However, to ensure best use of resources it is recommended that lower cost options are explored first.

4.1 Policy Context

The recommendations of this report are in accordance with the Officer Employment Procedure Rules contained within the Council's Constitution.

4.2 Equality Impact Assessment

Not required

4.3 Sustainability

N/A

4.4 Consultations

The Mayor, Deputy Mayor and Cabinet Member for Health, Social Care and Devolution have been consulted.

4.5 Risk Assessment

The recommendations in this report reduce risks to the Council that may arise from the appointment process, as they ensure that Group Director appointments are made in accordance with the Constitution.

5. FINANCIAL IMPLICATIONS

There are none arising directly from this report. Financial implications arising from the restructure itself have been separately reported.

APPENDICES

None

BACKGROUND PAPERS

Publication of Background Papers used in the preparation of reports is required

Description of document (or None)

None

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