

## **CITY COUNCIL – 28 JANUARY 2013**

### **REPORT OF CHAIR OF APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

#### **APPOINTMENT OF INTERIM CORPORATE DIRECTOR OF CHILDREN AND FAMILIES**

##### **1 SUMMARY**

- 1.1 This report advises on the outcome of the selection process undertaken by the Appointments and Conditions of Service Committee (ACOS) to appoint the interim Corporate Director of Children and Families on 24 January 2013, and recommends that the Council offer the post of interim Corporate Director of Children and Families to Candida Brudenell for a period of up to six months.

##### **2 RECOMMENDATIONS**

- 2.1 IT IS RECOMMENDED that the City Council accepts the ACOS recommendation and offers the post of interim Corporate Director of Children and Families to Candida Brudenell for a period of up to six months.
- 2.2 Furthermore it is recommended that, as interim Corporate Director of Children and Families, Candida Brudenell fulfils the statutory roles of Director of Adult Social Services (“DASS”) and Director of Children’s Services (“DCS”).

##### **3 REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)**

- 3.1 There is a constitutional and legal requirement for Full Council to approve the appointment of Corporate Directors in either an interim or permanent capacity.

##### **4 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

It would be possible to designate other officers as DASS and DCS but it was considered that circumstances did not require this.

## **5 BACKGROUND**

- 5.1 Following the appointment of Ian Curryer to the position of Chief Executive in December 2012, the position of interim Corporate Director of Children and Families has been internally advertised, culminating in the selection process undertaken by ACOS.
- 5.2 At its meeting on Thursday 24 January 2013, ACOS interviewed three candidates for the post of interim Corporate Director of Children and Families, and decided to recommend to full Council that Candida Brudenell be appointed to the post, subject to no material or well founded objections being raised by members of the Executive Board. The Director of HR and Transformation notified members of the Executive Board of the proposed appointment and no objections were received.
- 5.3 ACOS also gave due consideration to the knowledge, experience and skills held by the successful candidate, Candida Brudenell, currently Director of Quality & Commissioning, and determined that this candidate would be suitable to hold the joint statutory responsibility of DCS and DASS and that this was also demonstrated as part of the interview process.

## **6 FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)**

The salary for the interim Corporate Director of Children and Families is within existing budget provisions.

## **7 RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS, CRIME AND DISORDER ACT IMPLICATIONS)**

- 7.1 Under Section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment in a local authority must be made on merit (see paragraphs 5.1 and 5.2).
- 7.2 The views of councillors on the Executive Board must be sought regarding the prospective appointment of a Corporate Director before the appointment is made. The appointment can be made when the Leader confirms that no objections or no material or well-founded objections have been made by members of Executive Board to the proposed appointment (see paragraph 5.2).

- 7.3 The combination of the DCS and DASS, according to government guidance, requires a strong justification. The decision-making process of ACOS took this into account when considering the successful candidate (see paragraph 5.3).

**8 EQUALITY IMPACT ASSESSMENT (EIA)**

- 8.1 The equality impact of this proposal has not been assessed as it does not propose changes to current City Council policies.

**9 LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION**

None.

**10 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

- 10.1 Interim Corporate Director of Children and Families recruitment - Report of Director of HR and Transformation to the Appointments and Conditions of Service Committee dated 8 January 2013.

**COUNCILLOR TOBY NEAL  
CHAIR OF APPOINTMENTS AND CONDITIONS OF SERVICE  
COMMITTEE**