



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

COUNCIL

15 September 2021

Report of the Managing Executive Director (CCP)

Executive Director, Children's Services – Notification of Appointment

1. Purpose

- 1.1 To notify Council of the appointment to the post of Executive Director, Children's Services.

2. Information and Analysis

- 2.1 At its meeting on 14 July 2021, Council authorised an appointment panel comprising Cllr Dale, Cllr Patten and Cllr George (Cllr George substituted by Cllr Yates), as permitted within the Council's Constitution, to make the appointment to the post of Executive Director, Children's Services
- 2.2 Council considered it was not in either the Council's or the successful applicant's interest to delay approval for appointment to this post until its meeting on 15 September 2021, given the urgency of filling this post on an established basis as soon as possible. Accordingly, Council delegated the appointment to the role of Executive Director Children's Services to the recruitment panel to ensure the role could be filled as soon as is practicably possible.
- 2.3 It was agreed that Council should receive a report confirming details of the successful candidate to the meeting on 15 September 2021.

- 2.4 Following a competitive recruitment process, of a strong field of applicants, the Panel agreed the appointment of Carol Cammiss and she will take up post on 6 December 2021. Carol has outstanding experience, currently undertaking the role of Director of Children's Services at Wokingham Borough Council since October 2018. Prior to this, Carol was the Strategic Business Partner (AD equivalent) at the London Borough of Merton from 2014 to 2017 and responsible for the organisational transformation and systems change across Children, Schools, and Families Directorate and their Corporate Services Directorate. Carol was considered to be eminently suitable for appointment.
- 2.5 As Executive Director, Children's Services, Carol will fulfil the statutory role of Director of Children's Services (DCS) under section 18 of the Children Act 2004.
- 2.6 Jane Parfremment, who is the current Executive Director for Children's Services, leaves the Council's employment on Sunday 3 October 2021. The Council is therefore required to designate an officer to hold the statutory role of Director of Children's Services under section 18 of the Children Act 2004 for the period between Ms Parfremment leaving and Ms Cammiss commencing her employment on 6 December 2021.
- 2.7 Consequently, expressions of interest have been invited from current Directors in Children's Services to act up into the role of Executive Director Children's Services and be designated the DCS, on an interim basis, until Ms Cammiss takes up the post. As permitted under the Officer Employment Procedure Rules, paragraph 3, paragraph (c) the Managing Executive Director as Head of Paid Service has the authority to appoint to such a role on temporary basis of no more than 6 months where the annual salary does not exceed £100,000. As the pay rate for acting up into the role is £ £117,869, which is the bottom point of Grade 20, Council are asked to approve the salary for the post in advance of the acting up appointment being made.

3. Alternative Options Considered

- 3.1 The Council is required to employ an officer to fulfil the statutory role of Director of Children's Services. It is considered that any other post in the Council is not suitable to hold the designation on a permanent basis and would not be in accordance with the relevant statutory guidance; therefore recruiting to the Executive Director Children's Services role is a critical appointment for the Council.

4. Implications

4.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

5. Appendices

5.1 Appendix 1 – Implications.

6. Recommendation(s)

That Council:

- a) Notes the appointment of Carol Cammiss to the role of Executive Director Children's Services with effect from 6 December 2021.
- b) Approves the salary for the acting up role of Executive Director Children's Services.
- c) Notes that the Head of Paid Service has the authority to appoint to the role on a temporary basis.

9. Reasons for Recommendation(s)

9.1 To comply with the necessary legislative, statutory guidance and Constitutional requirements.

9.2 To ensure that all Elected Members are notified of the successful candidate to a senior post within the Council.

Report Author: Emma Crapper, Director of OD and Policy
details:

Contact

This report has been approved by the following officers:

<p>On behalf of:</p> <p>Director of Legal Services and Monitoring Officer Director of Finance and ICT Managing Executive Director</p>	
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Implications

Financial

- 1.1 The role of Executive Director Children's Services salary is determined by the Council's job evaluation scheme and has been determined as Grade 20 £117,869 to £129,655 per annum of the Council's Pay structure. The costs associated with this role can be met from within the Children's Services Department Budget.

Legal

- 2.1 The Local Authorities (Standing Orders) (England) Regulations 2001 and the Officer Employment Procedure Rules in the Council's Constitution set out the procedure for the appointment of chief officers and officers reporting directly to chief officers. The recruitment process has observed the requirements of the Regulations and Council's Constitution. Under the Officer Employment Procedure Rules, prior to the appointment of an Executive Director, the Director of Organisation Development and Policy must give all executive members the opportunity to object to the proposed recommendation before an offer of appointment can be made. All Members of Cabinet have been duly notified and no objections were received.
- 2.2 The Council is required to appoint a Director of Children's Services under section 18 of the Children Act 2004 and comply with the statutory guidance on the roles and responsibilities of the Director of Children's Services and the Lead Member for Children's Services.

Human Resources

- 3.1 As set out in the report

Report Sign Off and Version Control

Report Title	Executive Director Childrens Services – notification of appointment.
Author	Emma Crapper
Meeting and Date	15 September 2021
Version	V1
Exempt item	

Implications	Name and Comments	Date Approved
Finance		
Legal		
Human Resources		
Information Technology		
Equalities		
Corporate Objectives and priorities for change		
Consultation		
Other – please specify		

Author's Directorate Sign Off

		Date
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Managing Executive Director/Executive Director		
DMT – if applicable		
CMT – if applicable		
Cabinet Member briefed – if applicable		
Other – please specify		