

# CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

## 31 JANUARY 2019

**Chair:** \* Councillor Simon Brown

**Councillors:** \* Maxine Henson \* Paul Osborn  
\* Chris Mote \* Varsha Parmar

\* Denotes Member present

### 22. Membership

**RESOLVED:** To note the attendance at this meeting of the following duly appointed nominated Members:

Ordinary Member

Councillor Sue Anderson  
Councillor Marilyn Ashton  
Councillor Keith Ferry  
Councillor Graham Henson

Nominee Member Attending

Councillor Simon Brown  
Councillor Chris Mote  
Councillor Varsha Parmar  
Councillor Maxine Henson

### 23. Chair for the Meeting

**RESOLVED:** That Councillor Simon Brown be appointed as Chair of the meeting.

### 24. Declarations of Interest

**RESOLVED:** To note that there were no declarations of interest by Members.

## 25. Minutes

**RESOLVED:** That the minutes of the meeting held on 13 November 2018 be taken as read and signed as a correct record.

## RESOLVED ITEMS

## 26. Appointment of the Director of Adult Social Services

Members received a report which set out the process for the permanent recruitment to the statutory post of Director of Adult Social Services (DASS), the proposed remuneration package and the interim arrangements for the period between the departure of the current postholder and the start date of the appointed candidate.

The Corporate Director, People (interim) outlined the content of the report and advised that Penna, the appointed recruitment consultants, had carried out an extensive recruitment process. He drew Members' attention to the salaries paid in 2017 to other DASS across London. A Member commented that Harrow appeared to be paying at the lower end of the salary range.

In response to a Member's question, the Corporate Director, People (interim) advised that the period between the current postholder leaving the Council's employ and the new DASS starting was likely to be between two to six weeks given the likely required notice periods.

**RESOLVED:** That

- (1) the Corporate Director, People (interim), following interview by the Panel, appoint the preferred candidate to the post of Director of Adult Social Services;
- (2) the remuneration package for the post for a 3 year period start at £130,000 per annum comprised of a salary at grade D2 (£104,748 - £117,918), a 2% pay award due in April 2019 and a market supplement of up to £10,000 (to be reviewed after 3 years); and
- (3) the Corporate Director, People (interim) undertake the statutory duties of the Director of Adult Social Services for the period following the departure of the current postholder on 31 March 2019 and the start date of the appointed candidate.

## 27. Exclusion of the Press and Public

**RESOLVED:** That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following item for the reasons set out below:

<u>Item</u>	<u>Title</u>	<u>Reason</u>
7.	Appointment of the Director of Adult Social Services	Information under paragraph 1 (contains information relating to any individual).

**28. Appointment of the Director of Adult Social Services**

The Panel, having interviewed three shortlisted candidates for the post of Director of Adult Services, received feedback from stakeholders including Public Health, service area team leaders and the Corporate Strategy Board.

**RESOLVED:** That the Corporate Director, People (interim) appoint Angela Morris, Director of Social Services, Royal Borough of Windsor and Maidenhead and Wokingham Borough Council, to the post of Director of Adult Social Services, subject to there being no 'well founded objections' by members of Cabinet.

(Note: The meeting, having commenced at 2.02 pm, closed at 5.57 pm).

(Signed) COUNCILLOR SIMON BROWN  
Chair