

**REPORT FOR: Chief Officers' Employment Panel**

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**Date of Meeting:** 26<sup>th</sup> March 2018

**Subject:** Appointment of Interim Divisional Director of Children and Young People Service.

**Responsible Officers:** Paul Hewitt, Corporate Director People (Interim)

**Exempt:** No

**Enclosures:** None

## Summary and Recommendations

This report proposes an appointment of an interim to the post Divisional Director Children and Young People Service following the appointment of the Divisional Director Children and Young People Service to the interim post of Corporate Director People following the departure of the previous Corporate Director of People, Chris Spencer.

**Recommendations:** That

- (1) the Corporate Director People (Interim) be requested to write to the current People Directorate management team asking for expressions of interest in acting up into the role of Divisional Director of Children and Young People Service;
- (2) the Corporate Director (Interim) make an appointment until 30 June 2018 through a balanced interview panel of 3 officers advised by the portfolio holder and shadow portfolio holder for Children.

## Section 1 – Report

### 1. BACKGROUND

- 1.1 The Council's Corporate Director of People and statutory Director of Children's Services, Chris Spencer resigned his position and left the Council on 4th March 2018. The Council was required to appoint a statutory Director of Children's Services from this date.

- 1.2 Paul Hewitt, previous Divisional Director of Children and Young People Service was appointed, by the Panel, to the interim post of Corporate Director of People and the Director of Children's Services commencing 12th March 2018.
- 1.3 The Council's employment policies allow for temporary acting up arrangements to be put in place in circumstances such as these and for individuals to be remunerated on a temporary basis for these additional responsibilities. As the post of Divisional Director of Children and Young People Service is now vacant, arrangements need to be put in place to cover this role on an interim basis until 30<sup>th</sup> June 2018 and be reviewed at that point.

## **2. Other options considered**

- 2.1 The Council cannot permanently recruit to the post as it is only vacant on an interim basis until 30<sup>th</sup> June 2018.
- 2.2 The Council also has the option to not fill the Divisional Director of Children and Young People post for the time being, even on an interim basis. This option is not recommended as the People Directorate is still evolving and there is still further work for the Council to realise the full benefit of this structure. It is desirable for this work to continue in the short term.

There also remains significant regulatory inspection risks associated within the core remit of the Children and Young People Service. For example, it is possible that Harrow Youth Offending Service may be inspected through the recently revised Youth Justice Board framework, and the possibility of a Harrow Children and Young People Services Joint Targeted Area Inspection (focussed on Domestic Abuse or Child Sexual Exploitation) or a Focussed Visit by OFSTED in 2018 under the new ILACS system.

- 2.3 There is also an option to bring in an external interim to cover the Divisional Director of Children and Young People position. This option is not recommended on the grounds of saving money and also giving opportunities internally instead as an investment in the talent currently employed within Harrow. Savings made as a result of this approach can be used to support the delivery of major projects on the horizon.

## **3. Legal comments**

- 3.1 In accordance with the Constitution, this Panel approves remuneration packages of £100,000 or over for any Council post. This post is graded at D2 £102,693-£115,605 and fits that criterion.
- 3.2 This Panel is required to report back to Council for information purposes on all such remuneration packages.

#### 4. Financial Implications

- 4.1 The salary band for this post is £102,693 to £115,605 and is already accounted for in the Children's Services Staffing Budget. There will be savings from filling this post internally on an interim basis but the level of savings cannot be finalised until the recruitment process has been concluded and any further acting up arrangements that might be needed, are finalised.

### Statutory Officer Clearance

Name: Sharon Daniels

Deputy Chief Financial Officer

Date: 19 March 2018

Name: Hugh Peart

Monitoring Officer

Date: 16 March 2018

### Contact Details and Background Papers

Contact: Paul Hewitt [paul.hewitt@harrow.gov.uk](mailto:paul.hewitt@harrow.gov.uk) Tel: 020 8736 6978