

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**2 December 2015**

**Report of the Chief Executive**

**STRATEGIC DIRECTOR APPOINTMENT**

**1. Purpose of the Report**

For the Council to confirm the appointment of to the established post of Strategic Director, Children's Services.

**2. Information and Analysis**

At its meeting on 3 December 2014, Council agreed to commence the recruitment process for the Strategic Director roles in both the Children and Younger Adults (CAYA; now Children's Services) and the Adult Care Departments.

Subsequently, Cabinet at its meeting on the 26 May 2015 agreed to delay recruitment to the Strategic Director CAYA role to provide senior management stability for the Council in 2015/16, and to make an internal temporary appointment to the post up to 31 March 2016. At its meeting on the 23<sup>rd</sup> September, Council confirmed the appointment of Ian Johnson to the temporary post.

The recruitment to the established post of Strategic Director for Children's Services commenced in September by way of national advertisement to enable an appointment to be made before 31<sup>st</sup> March 2016. The membership of the Appointment Panel comprised the Leader of the Council, the Cabinet Member for Children's Services and a Member of the Conservative Group. Following a selection process, the Panel has agreed to recommend to the Council the appointment of Jane Parfremment, who is currently the Director of Safeguarding Children's and Families at Rotherham Metropolitan Borough Council (August 2014 to present). Prior to this role Jane has held senior posts in both Derby City Council (2012-2014) and the County Council (2007-2012).

The Council's Officer Employment Procedure Rules require that the appointment is subject to any objection from any Cabinet Member (none were received) and confirmation by the Council.

In addition, it is a requirement of the Council's Pay Policy that all appointments in excess of £100,000 per annum are reported to and approved by the Council and this post is Grade 20 (£108,087 - £118,895).

It is anticipated that Jane Parfremment will commence her employment in February/March 2016 subject to the approval of the Council.

### **3. Legal Considerations**

The Local Authorities (Standing Orders) (England) Regulations 2001 and the Council's Constitution set out the procedure for the appointment of Strategic Directors. The procedure described in the report meets these requirements.

### **4. HR Considerations**

The Council has observed its established recruitment and selection policy in relation to recruitment to the post.

### **5. Financial Considerations**

As detailed in the report.

### **6. Other Considerations**

In preparing this report, the relevance of the following factors has also been considered: prevention of crime and disorder, equality and diversity, environmental, health, property and transport considerations.

### **7. Background Papers**

File held by the Director of HR.

### **7. Officer's Recommendation**

That the Council approves the appointment of Jane Parfremment to the post of Strategic Director for Children's Services.

**IAN STEPHENSON  
CHIEF EXECUTIVE**