

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**3 December 2014**

**Report of the Chief Executive**

**RECRUITMENT OF STRATEGIC DIRECTOR OF ADULT CARE AND  
STRATEGIC DIRECTOR OF CHILDREN AND YOUNGER ADULTS**

**1. Purpose of the Report**

For Council to note the process to recruit to the established posts of Strategic Director of Adult Care and Strategic Director of Children and Younger Adults of the Council and to confirm the interim arrangements in respect of these statutory posts.

**2. Information and Analysis**

As Members of the Council may be aware, Ian Thomas' last day of service as the Council's Strategic Director of Children and Younger Adults is 31 December 2014. It is, therefore, necessary to commence the process of recruiting to the post.

Pending the appointment of a new Strategic Director of Children and Younger Adults, it has been necessary to make interim management arrangements. Council is invited to confirm the appointment of Ian Johnson as Acting Strategic Director of Children and Younger Adults with effect from 1 January 2015 to 30 June 2015 to allow for the appointment of an established Strategic Director.

In addition the appointment of Mary McElvaney to the post of Acting Strategic Director of Adult Care has been extended to 30 June 2015, having originally commenced in February 2014. It is also intended to commence the process of recruitment to this post on an established basis.

Recruitment to both established posts will commence in the new year by way of national advertisement. It is proposed that the appointments should be on the pay and terms of employment referred to in the Council's Pay Policy. The process of recruitment will be overseen by the Chief Executive and the Director of Human Resources. Any appointments will be subject to the approval of Council.

It will be necessary to establish politically balanced Appointments Panels (2 Labour Members, 1 Conservative Member) which will be chaired by the Leader of the Council and will include the relevant Cabinet Member. Both appointments will require confirmation by the full Council.

**3. Legal Considerations**

The proposals outlined in the report comply with the provisions of The Local Authorities (Standing Orders) (England) Regulations 2001 and the Council's Pay Policy.

**4. HR Considerations**

As described in the report.

**5. Financial Considerations**

The costs, including any recruitment costs, can be met from within existing departmental budgets.

**6. Other Considerations**

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

**7. Officer's Recommendations**

That Council:-

- 7.1 Notes the process for recruiting to the posts of Strategic Director of Adult Care and Strategic Director of Children and Younger Adults.
- 7.2 Confirms the appointment of Ian Johnson as Acting Strategic Director of CAYA with effect from 1 January 2015 to 30 June 2015.
- 7.3 Confirms the extension of the appointment of Mary McElvaney as Acting Strategic Director of Adult Care to 30 June 2015.

**IAN STEPHENSON  
CHIEF EXECUTIVE**