

19 June 2019		ITEM: 10
Council		
To Approve the Appointment of the interim Corporate Director of People, Housing & Health		
Wards and communities affected: N/A	Key Decision: N/A	
Report of: Councillor R Gledhill, Leader of the Council		
Accountable Assistant Director: N/A		
Accountable Director: Chief Executive – Lyn Carpenter		
This report is Public		

Executive Summary

This report seeks the agreement of Council to appoint an interim Corporate Director of People, Housing & Health.

The Council is required to appoint a Director of Children’s Services (DCS) to fulfil statutory functions and comply with the Local Government and Housing Act 1989.

The recommendation is to combine the statutory functions of the DCS with those relating to the Director of Adult Services and create a combined role to build upon the success of joint working and integrated activity.

1. Recommendation(s)

1.1 To approve in accordance with the Council’s Constitution the appointment of Roger Harris as interim Corporate Director of People, Housing & Health, incorporating the statutory DCS functions.

2. Introduction and Background

2.1 The current permanent Director of Children’s Services, Rory Patterson, gave the Council notice of retirement in March with a departure date of 21 June 2019.

2.2 The Council is required to appoint a Director of Children’s Services to fulfil statutory functions and comply with legislation. The departure of the current DCS represented an opportunity to review current arrangements and build upon the increasing joint working across Children’s and Adults services.

3. Issues, Options and Analysis of Options

3.1 The Director of Children's Services is a key role in the Council and requires an appropriately qualified candidate to ensure statutory functions are fulfilled. In addition to looking to further align the critical services and improve outcomes for vulnerable people there were a range of issues impacting upon the commencement of a recruitment and selection process for a replacement DCS:

- The market for Directors of Children's Services is extremely competitive with many authorities, particularly London Boroughs, currently recruiting. Thurrock would struggle to attract the top candidates in the current climate.
- The Council can expect an OFSTED inspection in the next few months and it is critical the benefits of the joint work between Children's and Adults Services is continued and fully realised.
- Continuity of Leadership.

3.2 In view of these factors an option to create an interim joint role was considered and determined to be the best approach. Bringing together the totality of Social Care, Health, Education and Housing improves the Council's ability to effectively manage transition arrangements; link health and education to support the drive for improved outcomes and locate the key drivers of life chances, quality and expectancy together.

3.3 Under delegations in the Constitution "the Chief Executive may allocate or re-allocate responsibility for functions between Officers as necessary for the effective discharge of those functions or to cover absence of particular officers".

4. Reasons for Recommendation

4.1 To appoint an interim Corporate Director of People, Housing and Health to ensure fulfilment of statutory functions and continuity of senior leadership of critical services.

5. Consultation (including Overview and Scrutiny, if applicable)

5.1 Consultation with key and affected staff was undertaken.

6. Impact on corporate policies, priorities, performance and community impact

6.1 The appointment of a Director of Children's Services (DCS) is essential to the Council to comply with the Local Government & Housing Act 1989 and to ensure statutory functions are fulfilled.

7. Implications

7.1 Financial

Implications verified by: **Sean Clark**
Director of Finance, IT & Legal

This recommendation will result in the reduction of one Corporate Director. Whilst this creates a saving, there will need to be other changes within the senior leadership of this combined Directorate to ensure that any increased responsibilities are recognised and that there is sufficient capacity to support the Director. These will be contained within the current budget envelope.

7.2 Legal

Implications verified by: **David Lawson**
Assistant Director Legal Services

The final decision on the appointment of statutory Chief Officers is by Full Council.

7.3 Diversity and Equality

Implications verified by: **Roxanne Scanlon**
Community Engagement and Project Monitoring Officer

No diversity or equality implications.

7.4 Other implications (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

N/A

8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

N/A

9. Appendices to the report

N/A

Report Author:

Lyn Carpenter – Chief Executive