



Staffing Committee

Date: Monday, 16 December 2024
Time: 3.30 pm
Venue: County Hall

Members (Quorum)

Nick Ireland, Andrew Parry, Jane Somper, Richard Biggs and Clare Sutton

Chief Executive: Matt Prosser, County Hall, Dorchester, Dorset DT1 1XJ

For more information about this agenda please contact Democratic Services Meeting Contact 01305 224450 - Antony.Nash@dorsetcouncil.gov.uk

Members of the public are welcome to attend this meeting, apart from any items listed in the exempt part of this agenda.

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Agenda

Item	Pages
1. APOLOGIES	
To receive any apologies for absence.	
2. ELECTION OF CHAIR	
To elect a Chair for the meeting.	
3. DECLARATIONS OF INTEREST	
To disclose any pecuniary, other registrable or non-registrable interests as set out in the adopted Code of Conduct. In making their decision councillors are asked to state the agenda item, the nature of the interest and any action they propose to take as part of their declaration.	
If required, further advice should be sought from the Monitoring Officer in advance of the meeting.	

4. **APPOINTMENT OF INTERIM CORPORATE DIRECTOR FOR CARE & PROTECTION, CHILDREN'S SERVICES** 3 - 6

To Consider the appointment an interim Corporate Director for Care & Protection

5. **APPOINTMENT OF CORPORATE DIRECTOR'S PLACE DIRECTORATE.** 7 - 10

To consider the appointment of Corporate Directors into these posts:

- Corporate Director -Strategic Director – Weymouth 2040
- Waste Recycling and Resource Recovery
- Corporate Director for Highways and Engineering
- Corporate Director Planning

6. **APPOINTMENT OF DIRECTOR FOR PUBLIC HEALTH & PREVENTION** 11 - 14

To consider the recommendation for the permanent appointment of the Director for Public Health & Prevention

7. **URGENT ITEMS**

To consider any items of business which the Chairman has had prior notification and considers to be urgent pursuant to section 100B (4) b) of the Local Government Act 1972. The reason for the urgency shall be recorded in the minutes.

8. **EXEMPT BUSINESS**

To move the exclusion of the press and the public for the following item in view of the likely disclosure of exempt information within the meaning of paragraph 3 of schedule 12 A to the Local Government Act 1972 (as amended).

The public and the press will be asked to leave the meeting whilst the item of business is considered.

There is no exempt business scheduled for this meeting.

Staffing Committee

16 December 2024

Appointment of Interim Corporate Director for Care & Protection, Children's Services

For Decision

Cabinet Member and Portfolio:

Cllr. C Sutton, Children's Services, Education & Skills

Local Councillor(s):

All

Executive Director:

P Dempsey, Executive Director of People - Children

Report Author: Lateefah Sulaiman

Job Title: HR Business Partner (Children's Services)

Tel: 01305221621

Email: Lateefah.Sulaiman@dorsetcouncil.gov.uk

Report Status: Public (the exemption paragraph is N/A)

Brief Summary:

Consideration to appoint an interim Corporate Director for Care & Protection, following an interview.

Recommendation:

To approve the interview panel's recommendation for the appointment of a Corporate Director for Care & Protection, on an interim basis in the Children's Services directorate.

Reason for Recommendation:

As required by our constitution, the role of Corporate Director Care & Protection, requires the approval of the Staffing Committee, as it is a Chief Officer role within the council.

1. Executive Summary

- 1.1 The position of Corporate Director for Care & Protection is an integral part of the Children's Senior Leadership Team and directly reports to the Executive Director of Children's Services. The role is responsible for providing leadership and oversight of the Care and Protection function across all of Children's Services, to ensure high-quality services for children and families in alignment with national legislative frameworks in areas such as safeguarding, social work, adoption, and early help. The Care & Protection service Includes services such as Children's Advice and Duty Service (Multidisciplinary Front Door); Fostering & SGO service; Birth to Settled Adulthood service; Care Leavers and Unaccompanied Asylum-seeking Children; Dorset Combined Youth Justice Service; Children in Care; and Locality teams.
- 1.2 The previous Corporate Director for Care & Protection was promoted following their successful appointment to the role of Executive Director Children's Services on 1st October 2024. A recruitment and selection process for a permanent Corporate Director was carried out on 28th October but no appointment was made.
- 1.3 Given the pivotal nature of this role in safeguarding and sustaining the momentum of improvement within Children's social care, a recruitment and selection process for an Interim Corporate Director has been completed and we wish to appoint a candidate with Staffing Committee's approval.
- 1.4 The interim appointment will ensure continuity of leadership and a smooth transition. The Executive Director and Portfolio Holder have decided that the council should appoint the interim Corporate Director for 6 months, with recruitment to the role on a permanent basis proceeding in the New Year.

2.0 Recruitment

The recruitment of the Interim Corporate Director role was completed using a reputable agency, who undertook an exercise to promote the role and identify potential candidates. CVs were received, and these were shortlisted down to 1 candidate, who was invited for interview.

3.0 Appointment Process for Interim Corporate Director for Care & Protection

When the Council is appointing a Corporate Director on a regular contract of employment, our usual approach is for the whole Staffing Committee to interview candidates and to then make the appointment decision. In this

instance, as the appointment is of an interim nature and there was a need to proceed swiftly with an interview, arrangements were made for an online interview process.

An interview with the preferred candidate was held with Paul Dempsey, Executive Director for Children's Services and the 3 existing Corporate Directors for Children's Services, with the candidate identified as appointable.

As a result of the interviewing process, the Portfolio Holder and Executive Director are making a recommendation to the Staffing Committee for the appointment of Carolann James, as the Interim Corporate Director for Care & Protection.

4.0 Financial Implications

Costs will be managed within budget.

5.0 Natural Environment, Climate & Ecology Implications

None

6.0 Well-being and Health Implications

None

7.0 Other Implications

None

8.0 Risk Assessment

8.1 Having considered the risks associated with this decision; the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

9.0 Equalities Impact Assessment

The post has been recruited to in accordance with the council's equality and diversity policies.

10.0 Appendices

None

11.0 Background Papers

None.

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Staffing Committee

16 December 2024

Appointment of Corporate Director's Place Directorate.

For Decision

Cabinet Member and Portfolio:

Cllr N Ireland, Leader of the Council, Climate, Performance and Safeguarding

Local Councillor(s):

Cllr Biggs

Cllr Parry

Executive Director:

J Britton, Executive Director for Place Services

Report Author: Emma Harris-Cormack

Job Title: HR Business Partner

Tel: 01202 228962

Email: emma.harris-cormack@dorsetcouncil.gov.uk

Report Status: Public (the exemption paragraph is N/A)

Brief Summary:

Following a restructure of the Place Senior Leadership Team, consideration be given to the appointment of Corporate Directors for the following posts:

- Corporate Director -Strategic Director – Weymouth 2040
- Waste Recycling and Resource Recovery
- Corporate Director for Highways and Engineering
- Corporate Director Planning

Recommendation:

To approve the interview panel's recommendation for the appointment of

- Corporate Director role Strategic Director – Weymouth 2040
- Waste Recycling and Resource Recovery
- Corporate Director for Highways and Engineering
- Corporate Director Planning

Reason for Recommendation:

As required by our constitution, the role of Corporate Director requires the approval of the Staffing Committee, as it is a Chief Officer role within the council.

1. Report

The Place Directorate is responsible for many key services including highways, waste management and planning - the services that shape how many people view the council.

A review and restructure of senior management arrangements in the Place directorate has taken place to move senior leadership capacity from business-as-usual operations towards strategic priorities and particularly towards the priorities of the new administration for economic growth and supporting Dorset's economy,

Consequently, this has led to 4 new Corporate Director posts in the Place Directorate Senior Leadership team structure.

- (i) **Corporate Director role Strategic Director – Weymouth 2040** - to create strategic leadership capacity to lead on long term economic development and growth in Weymouth, Portland, Chickerell and the Dorchester corridor, to address county-wide issues around housing supply, economic growth and social mobility. This role will be strategic and cross-cutting, with a remit to work in partnership across the whole council and the stakeholder community in Weymouth, Portland and Chickerell and lead a virtual team from across the council, not a new silo department.
- (ii) **Waste Recycling and Resource Recovery**, this role will be more specifically focused on waste reduction and recycling to provide the leadership this area will need to tackle the challenges it faces, modernise, improve the customer experience and achieve cost savings. The Greenspace team which undertakes highway verge maintenance and arboriculture will sit alongside Waste, with the added practical links of vehicles, depots and direct works.

- (iii) **Corporate Director for Highways and Engineering** will continue to lead the Highways service with the addition of Coastal and Flood Engineering. There is an important principle of professional practice and quality management in bringing civil engineering and construction functions together.
- (iv) **Corporate Director Planning** will continue to lead the Planning Service with the addition of The Conservation Team and National Landscape team. This will solidify the increasingly important links between planning and biodiversity new gain, nutrient neutrality.

2. Recruitment

There was a 45-day consultation period for formal consultation with all in scope employees which began on 26th September consulting with employees and Trade Unions on proposals for a changed organisational structure for the Place Directorate.

In scope employees were invited to express an expression of interest form for the positions in scope and subsequently invited to an interview for their preferred role.

3. Appointment process

The appointment process consisted of a professional conversation with

- (i) Jan Britton Executive Director Place

A member led panel interview with

- (i) The Leader
- (ii) Cllr Biggs
- (iii) Cllr Parry

4. Financial Implications

The posts will be paid at Corporate Director salary level and costs managed within existing budget.

5. Natural Environment, Climate & Ecology Implications

None

6. Well-being and Health Implications

None

7. Other Implications

None

8. Risk Assessment

- a. **HAVING CONSIDERED:** the risks associated with this decision; the level of risk has been identified as:

Current Risk: Medium

Residual Risk: Low

9. Equalities Impact Assessment

The posts have been recruited to in accordance with the council's equality and diversity policies.

10. Appendices

None

11. Background Papers

None

12. Report Sign Off

- 12.1 This report has been through the internal report clearance process and has been signed off by the Director for Legal and Democratic (Monitoring Officer), the Executive Director for Corporate Development (Section 151 Officer) and the appropriate Portfolio Holder(s)

Staffing Committee

16 December 2024

Appointment of Director for Public Health & Prevention

For Decision

Portfolio Holder: Cllr G Taylor, Portfolio Holder for Public Health, Environmental Health, Housing, Community Safety and Regulatory Services

Local Councillor(s): All

Executive Director: Matt Prosser – Chief Executive

Report Author: Chris Matthews

Title: Head of Human Resources

Tel: 01305 225171

Email: Christopher.matthews@dorsetcouncil.gov.uk

Report Status: Public

Brief Summary: Following the decision of Bournemouth, Christchurch & Poole Council to bring the existing Pan-Dorset Public Health function to an end, Dorset Council has created a new role of Director for Public Health & Prevention. A recruitment and selection process for the Director role is complete and we wish to appoint a candidate with Staffing Committee's approval.

Recommendation: To consider the interview panel's recommendation for the permanent appointment of the Director for Public Health & Prevention.

Reason for Recommendation: As required by our constitution, the role of Director for Public Health & Prevention requires the approval of the Staffing Committee.

1. Executive Summary

- 1.1 The post of Director for Public Health & Prevention will lead the Council's Public Health responsibilities. The role will also take responsibility for the leadership of the Council's Community & Public Protection Service, incorporating Environmental Protection, Licensing and Community Safety, Trading Standards, Registration services, Bereavement services and Food, Safety, and Port Health, as well as take a whole-Council lead on wider prevention activity.

2. Financial Implications

- 2.1 Costs will be managed within budget and the postholder will be paid at Executive Director salary level.

3. Wellbeing and Health Implications

Strong leadership of the Council's Public Health function and wider community and public protection services will have a direct positive impact on the wellbeing and health of Dorset's communities.

4. Climate implications

None

5. Other Implications

None

6. Risk Assessment

- 6.1 Having considered the risks associated with this decision, the level of risk has been identified as:
Current Risk: Low
Residual Risk: Low

7. Equalities Impact Assessment

- 7.1 This post has been recruited to according to the council's equality and diversity policies.

8. Appendices

None

9. Background papers

None

10. Recruitment

10.1 The decision to disaggregate the current Pan-Dorset Public Health function has led to the proposed deletion of the current Director for Public Health role.

10.2 As Dorset Council is the host employer of the current Pan-Dorset function, we have the responsibility for managing the impact of the disaggregation on the workforce, in line with the Council's Redundancy and Redeployment policies and procedures.

10.3 The deletion of the current Director for Public Health role has introduced a risk of redundancy to the current postholder. In line with the Council's redundancy policy, the new role of Director for Public Health & Prevention has been ring-fenced to the current postholder, providing them with the opportunity to be considered for the role before other candidates, to minimise the risk of redundancy.

11. Appointment process for the Director for Public Health & Prevention

11.1 As the appointment to the Director for Public Health & Prevention is being managed in accordance with the Council's Redundancy policy and procedure, only the current postholder has been interviewed for the role.

11.2 A single interview process was adopted. In accordance with Public Health England requirements, the assessment of the candidate was supported by the South-West Regional Director for Public Health and a Public Health Faculty Adviser from outside of the South-West region.

11.2 The formal interview panel's membership consisted of:

- Cllr Nick Ireland – Leader of the Council
- Cllr Richard Biggs - Deputy Leader, Portfolio Holder for Property & Assets, Economic Growth & Levelling Up
- Cllr Clare Sutton - Portfolio Holder for Children's Services, Education & Skills
- Cllr Andrew Parry
- Cllr Jane Somper
- Dr Justin Varney-Bennett – Regional Director of Public Health South-West
- Dr Nicola Benge, Faculty Adviser (West-Midlands)
- Matt Prosser – Chief Executive
- Chris Matthews – Head of Human Resources

11.3 As a result of the interview, the Formal Interview Panel wish to make a recommendation to the Staffing Committee for the appointment to the newly created role of Director for Public Health & Prevention.