

Staffing Committee

13th August 2021

Director Appointments in Adults and Housing

For Decision

Portfolio Holder: Cllr L Miller, Adult Social Care and Health

Local Councillor(s): N/A

Executive Director: M Prosser, Chief Executive

Report Author: Paul Loach

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Report Status: Public

Recommendation:

- a) To approve an extension of Vivienne Broadhurst's fixed term contract for a further period of up to 24 months, with some mutual flexibility. This request relates to her substantive role of Corporate Director Adult Care.
- b) To approve Vivienne Broadhurst's continued acting up to the role of Executive Director Adults and Housing for a further period of up to 24 months, with some mutual flexibility
- c) To approve the fixed term appointment of the Corporate Director of Adult Care for a period of up to 24 months, with some mutual flexibility.

Reason for Recommendation:

It is a function of Staffing Committee to consider and approve the appointment of Chief Officers into role in line with Dorset Council's constitution.

1. Executive Summary

We wish to secure high quality, stable leadership to deliver the continued transformation of our Adults services.

2. Financial Implications

All appointments are within the respective salary scales for the roles

3. Well-being and Health Implications

None

4. Climate implications

None

5. Other Implications

Securing longer team leadership within Adults will provide stability to the staffing teams and continuity to our existing relationships with our community and statutory partners

6. Risk Assessment

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

None required

8. Appendices

None

9. Background Papers

Adults and Housing

- 1.1 Adults and Housing are aiming to fill the role of Executive Director of People - Adults and Housing as a result of the vacancy left due to Mathew Kendall taking ill-health retirement. Dorset Council is very grateful to Mathew for his leadership and vision as we set out as a new council. The work Mathew has put in place, especially around strength-based working, has given us a really positive way forward and his legacy will be with us for a long time.
- 1.2 Vivienne Broadhurst was appointed to Interim Corporate Director, Adult Care on 5th August 2019 following a recruitment process; the appointment received Staffing Committees approval. On 10th January 2020, Vivienne become Acting Executive Director, People Adults and Housing to provide cover for Mathew's ongoing sickness absence. We now wish to offer Vivienne Broadhurst a fixed term contract as Executive Director Adults and Housing for a period of two years (with some flexibility both ways).
- 1.3 We also need to appoint a Corporate Director of Adult Care for a period of two years (with some flexibility both ways). The online interviews for this role took place on 12th August with the following panel members:-
 - Cllr P Wharf
 - Cllr L Miller
 - Cllr B Ezzard
 - Vivienne Broadhurst - Executive Director Adults and Housing
 - David McIntosh – Corporate Director (HR+OD)
- 1.4 As a result of the interview process, the panel has made a recommendation to the Staffing Committee for the appointment of a Corporate Director - Adult Care (2 years fixed term role).

Footnote:

Issues relating to financial, legal, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.