

Notice of Meeting



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Personnel Committee

Thursday 9th February, 2023 at 4.00 pm
in the Council Chamber, Council Offices
Market Street Newbury

Note: This meeting can be streamed live here: <https://www.westberks.gov.uk/personnelcommitteelive>.

Date of despatch of Agenda: Tuesday 31 January 2023

For further information about this Agenda, or to inspect any background documents referred to in Part I reports, please contact Sadie Owen (Principal Democratic Services Officer) on 01635 519052, e-mail: sadie.owen1@westberks.gov.uk

Further information and Minutes are also available on the Council's website at www.westberks.gov.uk



To: Councillors Dennis Benneyworth (Chairman), Jeff Brooks (Vice-Chairman), Adrian Abbs, Lynne Doherty and Thomas Marino

Substitutes: Councillors James Cole, Lee Dillon, Nassar Hunt and Biyi Oloko

Agenda

Part I

| | Page No. |
|---|-----------------|
| 1. Apologies for Absence To receive apologies for inability to attend the meeting (if any). | 3 - 4 |
| 2. Declarations of Interest To remind Members of the need to record the existence and nature of any personal, disclosable pecuniary or other registrable interests in items on the agenda, in accordance with the Members' Code of Conduct . | 5 - 6 |
| 3. Appointment of the Council's Director of Children's Services (DCS) & Director of Adult Social Services (DASS). Purpose: to invite the Personnel Committee to appoint to the roles of Director of Children's Services (DCS) and Director of Adult Social Services (DASS) on an interim basis from the 13 th February 2023. | 7 - 12 |

Sarah Clarke
Service Director (Strategy & Governance)

If you require this information in a different format or translation, please contact Sadie Owen on telephone (01635) 519052.

Agenda Item 1.

Personnel Committee – 9 February 2023

Item 1 – Apologies for absence

Verbal Item

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Agenda Item 2.

Personnel Committee – 9 February 2023

Item 2 – Declarations of Interest

Verbal Item

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Appointment of the Council’s Director of Children’s Services (DCS) & Director of Adult Social Services (DASS).

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| Committee considering report: | Personnel Committee |
| Date of Committee: | 9 February 2023 |
| Portfolio Member: | Councillor Lynne Doherty |
| Date Portfolio Member agreed report: | N/A |
| Report Author: | Andy Sharp, Executive Director, People |

1 Purpose of the Report

- 1.1 To invite the Personnel Committee to appoint to the roles of Director of Children’s Services (DCS) and Director of Adult Social Services (DASS) on an interim basis from the 13th February 2023.
- 1.2 This appointment will be reviewed when recruitment on a permanent basis to the relevant substantive senior management posts in the People Directorate is concluded.

2 Recommendation

It is recommended that Personnel Committee appoint Paul Coe as the DCS and DASS for West Berkshire Council, with effect from the 13th February 2023.

3 Implications and Impact Assessment

| Implication | Commentary |
|------------------------|--|
| Financial: | None. |
| Human Resource: | None. |
| Legal: | This recommendation is in accordance with the legislative requirements that the Council designate an officer to hold these |

| | | | | |
|--|---|----------------|-----------------|-------------------|
| | positions. The appointments are made in accordance with the Council's Constitution. | | | |
| Risk Management: | None. | | | |
| Property: | None. | | | |
| Policy: | None. | | | |
| | Positive | Neutral | Negative | Commentary |
| Equalities Impact: | | | | None. |
| A Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality? | | X | | No. |
| B Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users? | | X | | No. |
| Environmental Impact: | | X | | N/A |
| Health Impact: | | X | | N/A |
| ICT Impact: | | X | | N/A |

| | | | | |
|-------------------------------------|--|---|--|---|
| Digital Services Impact: | | X | | N/A |
| Council Strategy Priorities: | | X | | N/A |
| Core Business: | | X | | None directly although these roles are key to ensuring that the Council meets its statutory obligations regarding both children and adults. |
| Data Impact: | | X | | None. |
| Consultation and Engagement: | <p>This report has been produced following the appointment of Paul Coe to the role of Executive Director, People on an interim basis.</p> <p>The appointment process involved the Chief Executive, and relevant Portfolio Holders – in this instance Councillor Jo Stewart and Councillor Dominic Boeck.</p> | | | |

4 Executive Summary

- 4.1 The current Executive Director, People who holds the roles of DCS and DASS on behalf of West Berkshire Council leaves the organisation on the 13th February 2023. Councillor Lynne Doherty (Leader) and Nigel Lynn (Chief Executive) in consultation with relevant Portfolio Holders (Jo Stewart, Dominic Boeck, Graham Bridgeman and Howard Woollaston) agreed to seek internal applicants for the role of Executive Director, People on an interim basis.
- 4.2 The interim nature of the position is to allow the Chief Executive and the Leader to consider the longer term senior arrangements required to ensure the effective delivery of People services. It is envisaged that the interim position will last for approximately 9 months before a decision on the future senior structure and appropriate appointments are made.
- 4.3 The Council has a duty under section 18 of the Children Act 2004 to appoint one of its officers as the Director of Children’s Services. The Council must also appoint an officer as the director of adult social services, in accordance with section 6 of the Local Authority Social Services Act 1970.
- 4.4 The appointment to these roles is set out at 3.1.3 of Part 3 of the Constitution which states that this is a function of the Personnel Committee which can’t be delegated further.

5 Supporting Information

Introduction

5.1 The current Executive Director, People who holds the roles of DCS and DASS on behalf of West Berkshire Council leaves the organisation on the 13th February 2023. This report recommends the steps required to ensure continuity of the required arrangements for West Berkshire Council in respect of the roles of DCS and DASS.

Background

5.2 In January 2023 following a request for expressions of interest in undertaking the role of Interim Executive Director, People interviews took place the outcome of which was the appointment of Paul Coe, Service Director, Adult Social Care.

5.3 The current Executive Director, People, was appointed to the statutory roles of DCS and DASS.

5.4 The DCS is responsible for discharging both the education and children's social services functions of the local authority. The Statutory Guidance makes it clear that the role includes (but is not limited to) responsibility for children and young people receiving education or children's social care services in their area and all children looked after by the local authority or in custody (regardless of where they are placed).

5.5 The Guidance on the Statutory Chief Officer Post of Director of Adult Social Services confirms that the DASS is appointed in order to provide a key professional leadership role for staff working in adult social care services. It explains that they have a key role in ensuring accountability of services to local communities through consultation with local people and, in particular, users of services.

5.6 The intention as articulated in the Guidance is that these statutory posts will help to ensure that 'all the social care needs of local communities are given equal emphasis and are managed in a co-ordinated way through joint strategic needs assessment and joint planning.'

6 Other options considered

6.1 Not making an appointment to these roles.

6.2 As detailed above, the Council has a legal duty to appoint an officer to fulfil the duties detailed under the legislation and relevant guidance. It is therefore recommended that the recommendation detailed in this report be approved.

7 Conclusion

The Personnel Committee is invited to appoint Paul Coe as the Councils DCS and DASS, as part of his duties as interim Executive Director, People with effect from 13th February 2023.

8 Appendices

8.1 None.

Background Papers:

N/A

Subject to Call-In:

Yes: No:

The item is due to be referred to Council for final approval

Delays in implementation could have serious financial implications for the Council

Delays in implementation could compromise the Council's position

Considered or reviewed by Overview and Scrutiny Management Committee or associated Task Groups within preceding six months

Item is Urgent Key Decision

Report is to note only

Wards affected: District wide.

Officer details:

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Document Control

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