

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 4
7 DECEMBER 2012	PUBLIC REPORT

Cabinet Member(s) responsible:	Councillor Gr.Uff. Marco Cereste – Leader of the Council and Cabinet Member for Growth, Strategic Planning and Economic Development Councillor Irene Walsh – Cabinet Member for Community Cohesion, Safety and Women’s Enterprise	
Contact Officer(s):	Malcolm Newsam Interim Director of Children’s Services	Tel. (01733) 863606

APPOINTMENT OF INTERIM ASSISTANT DIRECTOR FOR SAFEGUARDING FAMILIES AND COMMUNITIES

R E C O M M E N D A T I O N S	
FROM : Interim Director of Children’s Services	Deadline date : N/A
That the Employment Committee:	
<ul style="list-style-type: none"> 1) Appoints Jean Imray as Interim Assistant Director for Safeguarding Families and Communities and 2) Delegates the agreement of Jean Imray’s terms and conditions, and any changes thereto, to the Interim Director of Children’s Services. 	

1. ORIGIN OF REPORT

1.1 This report is submitted to the Committee from the Interim Director of Children’s Services

2. PURPOSE AND REASON FOR REPORT

2.1 This report is for the Committee to consider under its Terms of Reference No 2.3.1.1 “to appoint Directors and Heads of Service, and determine terms and conditions of employment”.

3. TIMESCALE

Is this a Major Policy Item/Statutory Plan?	No	If Yes, date for relevant Cabinet Meeting	N/A
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4. BACKGROUND TO THIS REQUEST

4.1 In September 2012 the Committee agreed to appoint Sue Westcott as the Executive Director of Children’s Services. Sue Westcott will commence her duties on 21st of December 2012.

4.2 Sue Westcott is the current Assistant Director for Safeguarding, Families and Communities. It is planned to commence a national recruitment campaign replace her in the New Year. In the interim, this post needs to be covered temporarily and it is proposed that Jean Imray undertake this role. Jean Imray is currently employed through the Council’s strategic partnership with Serco as the interim Head of Quality Assurance Nevertheless, as she will be appointed as an Assistant Director, it is within the remit of Employment Committee’s terms of reference to appoint her.

4.5 Jean Imray is an experienced Assistant Director of Children's Services, firstly with Thurrock Borough Council and has since taken assignments in this capacity with Essex County Council and Kent County Council. Ms Imray has considerable experience of working with local authorities in similar circumstances to that of the Council and securing sustainable improvement.

5. CONSULTATION

5.1 The interim Director of Children's Services has consulted the Lead Member for Children's Services, the Chair of the Improvement Board and the Department of Education, all of whom are supportive of the appointment of Jean Imray.

6. ANTICIPATED OUTCOMES

6.1 That the Council appoints an interim Assistant Director of Children's Services

7. REASONS FOR RECOMMENDATIONS

7.1 This post will need to be recruited to maintain our progress in improving children's services.

8. ALTERNATIVE OPTIONS CONSIDERED

8.1 The Council could have made a temporary internal appointment, but this is considered inappropriate, as there is neither the experience nor capacity within the service.

9. IMPLICATIONS

9.1 There are financial implications in the short term, as the terms of contract for Ms Imray are likely to exceed the budget for the salary of the permanent Assistant Director. However, provision has been made for this within the Children's Services improvement budget.

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985)

None