

DONCASTER METROPOLITAN BOROUGH COUNCIL

CHIEF OFFICERS' APPOINTMENTS AND CONDITIONS OF SERVICE
COMMITTEE

23RD SEPTEMBER, 2009

A MEETING of the CHIEF OFFICERS' APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE was held at the MANSION HOUSE, DONCASTER on WEDNESDAY, 23RD SEPTEMBER, 2009 at 2.00 p.m.

PRESENT:-

Chair – Councillor Yvonne Woodcock

Councillors Tony Brown, Bob Ford, Stuart Hardy, Margaret Pinkney, Pat Porritt and Tony Sockett.

APOLOGIES:-

Apologies for absence were received from the Vice-Chair Councillor Joe Blackham and from Councillors Chris Mills, Carol Williams and Patrick Wilson.

5. DECLARATIONS OF PERSONAL OR PREJUDICIAL INTEREST, IF ANY.

No declarations were made at the meeting.

6. MINUTES OF THE MEETING HELD ON 3RD SEPTEMBER 2009.

RESOLVED that the minutes of the meeting held on 3rd September, 2009, be approved as a correct record and signed by the Chair.

7. THE RECRUITMENT AND SELECTION PROCESS FOR THE DIRECTOR AND THREE ASSISTANT DIRECTORS OF CHILDREN AND YOUNG PEOPLE'S SERVICES

The Committee considered a report informing Members of the proposal to recruit to the posts of Director and three Assistant Directors of Children and Young People's Services and to agree the process to be undertaken.

Members were provided with an update with regard to Children's Services. It was highlighted that market testing in relation to these posts had been carried out between July and September 2009 which had resulted in pleasing levels of interest. It was reported that recruitment to the positions would assist permanence and stability within Children's Services and enable it to move forward.

The Committee was also provided with the anticipated timescale for the recruitment and selection process.

A discussion with regard to partners, stakeholders and Government input into the selection process took place during which Officers clarified that those parties would be involved throughout the process, although it was emphasised that the final decision with regard to the appointment to each of the positions was that of the Committee.

A further debate was held in relation to the level of salary for each of the four positions. The Committee held the view that it was imperative for salary packages to be competitive in order to attract candidates of the highest calibre who could deliver the required results within the service. It was agreed that further consideration by Officers, in consultation with the recruitment agency, be given with regard to the level of market supplements offered for each of the positions, taking into account the significant amount of work needed and in accordance with the parameters and levels indicated in discussion.

RESOLVED

- (1) to proceed with recruitment to the posts of Director of Children and Young People's Service, Assistant Director Commissioning and Performance, Assistant Director Learning and Schools and Assistant Director Children and Families;
- (2) that the recruitment and selection process as outlined within the report, be endorsed; and
- (3) that the level of market supplements to be added to the core salary for each of the four positions be within the salary levels discussed by Members and be given further consideration by Officers, in consultation with the recruitment agency accordingly.