

CHESHIRE EAST COUNCIL

Council

Date of Meeting: 23rd July 2015
Report of: Chief Executive
Subject/Title: Appointment of the Director of Children's Services, and Deputy Chief Executive

1.0 Report Summary

- 1.1 The Staffing Committee met on 11 June and unanimously agreed to the appointment of Ms Kath O'Dwyer, with a requirement for the Chief Executive to finalise the offer for full Council.
- 1.2 Subsequently Group Leaders were consulted on the offer and met with their Groups to consider the matter and were supportive.

2.0 Recommendation

- 2.1 The Council is invited to endorse the appointment of Ms Kath O'Dwyer, as the Director of Children's Services and to note her position as Deputy Chief Executive, on a salary of £135,000 per annum.

3.0 Reasons for Recommendations

- 3.1 The Director of Children's Services is a critical role within the Council and national evidence suggests that success for children is linked to corporate leadership and joined up public sector partnership support to this agenda. This approach was outlined in the Council's Giving the Best Start in Life – Every Child Matters Innovation led 0-25 Programme.
- 3.2 The national focus upon public sector transformation in Children's Services with our partner agencies gives a new emphasis, and systemic improvement is critically important. Given the new appointee's expertise in national children's services inspection, she will be asked to directly support the Chief Executive in delivering this holistic Children's transformation approach with our public sector partners and take on additional responsibilities acting on behalf of the Chief Executive. In recognition of this broader strategic role Ms O' Dwyer will also be designated as the Deputy Chief Executive.
- 3.3 The recruitment process for the Director of Children's Services has been managed by the Staffing Committee.

- 3.4 Two candidates were considered as part of the final selection process, which involved a presentation and formal interview with the Staffing Committee on 11 June 2015.
- 3.5 The Staffing Committee unanimously agreed that the position of Director of Children's Services be offered to Ms Kath O'Dwyer.
- 3.6 Ms O'Dwyer's current role is as a Civil Servant as National Director for Social Care Inspection within Ofsted.
- 3.7 Prior to her national Director roles, Ms O'Dwyer has substantial experience in the strategic leadership, operational management and delivery of services to vulnerable residents. She previously held the role of Director of Children's Services for Warrington Borough Council, and is extremely familiar with the North West region.

4. Wards and Local Ward Members Affected

- 4.1 None specifically, albeit DCS role affects all areas of the Council.

5.0 Policy Implications

- 5.1 None specifically.

6.0 Financial Implications

- 6.1 This post will be funded from savings within the management structure discussed elsewhere on this agenda. The pay level will be £125,000 plus a market supplement of £10,000, making £135,000 in total.

7.0 Legal Implications

- 7.1 The Council Meeting has a duty to consider and to disclose agreed variations to the remuneration of all roles earning above £100,000 per annum under Section 40 of the Localism Act 2011.

8.0 Risk Management

- 8.1 Actions have been undertaken in accordance with the appropriate policies, procedures and scheme of officer delegations.

9.0 Background and Options

- 9.1 Ms O'Dwyer's designation as a Statutory Officer requires the formal agreement of Council.

10.0 Access to Information

The following background papers relating to this report can be inspected by contacting the report writer:

The report to Council on 4th February 2013 entitled Becoming a “Strategic Council” – Review of Management Roles and Responsibilities.

The Council's current Pay Policy Document.

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