

Chief Officer Appointments Panel

Friday 16 February 2024

PRESENT:

Councillor Evans OBE, in the Chair.
Councillors Aspinall, Mrs Beer, Blight, Laing and Stoneman.

Also in attendance: Tracey Lee (Chief Executive), Chris Squire (Service Director for HROD) and Jake Metcalfe (Democratic Advisor).

The meeting started at 10:00 and finished at 10:15.

Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

163. **Apologies**

Apologies were received from:

- Councillor Lugg, Councillor Stoneman substituted.

164. **Declarations of Interest**

There were no declarations of interest.

165. **Minutes**

The minutes of the meeting that took place on 19 December 2023 were agreed as true and accurate record.

166. **Chair's Urgent Business**

There were no items of Chairs Urgent Business.

167. **Update on the recruitment to the role of Service Director Children, Young People and Families**

Tracey Lee (Chief Executive) presented the report to the Panel and highlighted the following key points:

- a) The previous permanent Service Director for Children, Young People and Families left the role on June 2023;
- b) The current Interim Service Director for Children, Young People and Families presented was appointed in June 2023;
- c) The Council advertised the role in September/October 2023, but no

candidates were suitable for interview;

- d) The search was extended and two candidates interviewed on 19 January but both were unsuccessful;

In response to a question raised it was reported that:

- a) The results of the recent Ofsted may entice potential candidates to the role;
- b) The Council would use a different Executive Search Agency to find suitable candidates.

The Panel agreed to:

1. Notes the content of this report.
2. Undertake a further recruitment process for the post of the role of Service Director for Children, Young People and Families

168. **Recruitment to posts of Strategic Director for People and Service Director for Integrated Commissioning**

Tracey Lee (Chief Executive) presented the report to the Panel and highlighted the following key points:

- a) The Strategic Director for People resigned from the post and the Panel were being asked to search for a new Strategic Director of People and consider a change to the title of the role to Strategic Director of Adults, Health and Communities;
- b) The Service Director for Integrated Commissioning was a key role within Plymouth City Council, as part of the Council's leadership team and leading the integrated commissioning and contracting function across the Council including Children's Services, Adult Social Care, Adult Safeguarding, aspects of Public Health and Integrated Commissioning with Health and relevant Social Enterprises;
- c) The post remained vacant since the previous appointment of the Strategic Director for People to allow time to review the working relationships with our key health partners who were undergoing significant changes. The Council were now able to move forward with arrangements and will begin the process of recruiting to the vacant role.

The Panel agreed to:

1. Approve the proposal to change the title of the role of Strategic Director for People, to Strategic Director of Adults, Health & Communities.

2. Approve the commencement of activity, including the procurement of an executive search agency, for the recruitment of a permanent Strategic Director for Strategic Director of Adults, Health & Communities.
3. Approve the commencement of activity, including the procurement of an executive search agency, for the recruitment of a permanent Service Director for Integrated Commissioning.

169. **Exempt Business**

(The Panel did not enter into part II of the meeting)

170. **Update on the recruitment to the role of Service Director Children, Young People and Families**

(This item was discussed and covered in part I of the meeting)

171. **Recruitment to posts of Strategic Director for People and Service Director for Integrated Commissioning**

(This item was discussed and covered in part I of the meeting)