

REPORT TO: East Lothian Council

MEETING DATE: 18 December 2012

BY: Chief Executive

SUBJECT: Appointment of Head of Service (Education) and continuation of the appointment of the Shared Executive Director (Services for People) with Midlothian Council

1 PURPOSE

- 1.1 To advise Council of the decision of the Appointment Panel to appoint Darrin Nightingale to the post of Head of Service (Education).
- 1.2 To seek approval for the continuation of the appointment of the shared Executive Director (Services for People) with Midlothian Council.

2 RECOMMENDATIONS

- 2.1 Council is asked to:-
 - (i) note the decision of the Appointment Panel in its selection of Darrin Nightingale as the preferred candidate for the post of Head of Service (Education) and to note that Mr Nightingale commenced employment with the Council on Monday 3 December 2012;
 - (ii) approve the Minute of the Appointment Panel held on 30 October 2012 for the appointment of the Head of Service (Education) (attached at Appendix 1).
 - (iii) approve the request from Midlothian Council to continue the current arrangement to share the Executive Director (Services for People) on a fifty/fifty basis beyond the previously agreed end date of 31 December 2012.

3 BACKGROUND

Head of Service Appointment

- 3.1 Following the implementation of the Chief Officers review in April 2012, the post of Head of Service (Education) remained unfilled. Following a decision of Council on 28 August 2012 to appoint to the position a recruitment campaign was undertaken.
- 3.2 It was agreed that the appointment process for the post of Head of Service (Education) should be by way of an Appointment Panel and that the Panel should comprise Councillors Innes, Akhtar and MacKenzie.
- 3.3 Peter Hay, HR Consultant, provided independent external advice throughout the recruitment campaign, candidate selection and the candidate interview processes. The online assessments were carried out by the Keil Management Centre.
- 3.4 Formal competency based interviews took place on 30 October 2012. Candidates made a presentation to the Appointments Panel and responded to pre-set interview questions.
- 3.5 Following interview and taking full account of the candidates' performance in relation to the presentations and online assessments, the Panel unanimously determined that Darrin Nightingale was the preferred candidate, for the post of Head of Service (Education).
- 3.6 Darrin Nightingale took up the post on 3 December 2012. A Minute of the Appointments Panel which conducted the interviews for the post on 30 October 2012 (Appendix 1) is presented for approval.

Appointment of the Shared Executive Director

- 3.7 The Review of Chief Officer Structure Report to Council on 28 February 2012 included a recommendation that the Council approve a request from Midlothian Council to share East Lothian Council's Executive Director Services for People on a fifty/fifty basis from 1 March 2012 until the end of 2012. This was approved by the Council.
- 3.8 Following the Council elections in May of this year, partnership working between East Lothian and Midlothian in respect of Education and Children's Services has continued albeit the model being adopted has changed from that initially envisaged in February when the joint position was agreed and as a result the Director has in effect been carrying out two distinct and separate roles within the two Councils during this period.
- 3.9 The Joint Liaison Group (JLG) continues to give direction to the partnership arrangements between the two local authorities and recently approved several workstreams that will be pursued by the Director and the respective teams. It is clear that the reform agenda will increasingly have an impact on the future shape of both organisations. The divisional structure for the Police Service offers opportunities to examine our arrangements, particularly in respect of public protection and, at the

same time, the move to Integrated Health & Social Care Partnerships in the near future will also allow partners to review our practices. Both local authorities are keen to use this joint appointment to help direct future delivery models to ensure East and Midlothian Councils continue to focus on improved outcomes for people in our communities.

- 3.10 In addition to leading specific areas of work agreed by the Joint Liaison Group, the Executive Director will be ideally placed to identify and explore other opportunities for partnership working between ourselves and Midlothian Council and there remains considerable potential for both Councils to achieve better outcomes and service efficiencies through the further development of this work.

4 POLICY IMPLICATIONS

- 4.1 None

5 EQUALITIES IMPACT ASSESSMENT

- 5.1 This report is not applicable to the well being of equalities groups and an Equalities Impact Assessment is not required.

6 RESOURCE IMPLICATIONS

- 6.1 Financial - None
- 6.2 Personnel – Darrin Nightingale holds the post and the responsibilities of the Head of Service (Education) with effect from 3 December 2012.
- 6.3 Other - None

7 BACKGROUND PAPERS

- 7.1 None

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DATE	10 December 2012

**MINUTES OF THE MEETING OF THE
APPOINTMENTS PANEL
For the Post of
HEAD OF SERVICE (EDUCATION)
Held on 30 October 2012**

PROVOST'S BOARDROOM, JOHN MUIR HOUSE, HADDINGTON

Chief Officer Appointments Panel:

Councillor Willie Innes (Chair)
Councillor Shamin Akhtar
Councillor Peter MacKenzie

In Attendance:

Peter Hay, External HR Consultant

Council Officials:

Angela Leitch, Chief Executive
Sue Cormack, HR Manager, Operational Services
Kirstie MacNeill, Corporate Legal Adviser

The Appointments Panel interviewed each candidate in turn. Candidates began their interview by giving a ten minute presentation to the Panel setting out what their personal vision of how they felt, the new strategic leadership team, could best work on the delivery of the ambitious priorities set out in The Council Plan 2012-17. In addition they out-lined what individual skills and qualities they could bring to the team. This was followed by a series of set competency based questions from panel members and was supplemented by ad hoc questions.

When all candidates had been interviewed the Panel discussed the relative merits of the candidates with assistance from Mr Hay and the Chief Executive. Mr Hay presented to the Panel, an overview on the outcome of the online assessments exercise undertaken by the candidates.

The Panel then proceeded to score the 5 candidates. Candidate Mr Darrin Nightingale received the highest score and Mr Nightingale was accordingly declared to be the preferred candidate.

The HR Manager explained that usual pre-employment checks on the preferred candidate would be carried out prior to formal appointment.