

**REPORT TO:** East Lothian Council

**MEETING DATE:** 27 April 2021

**BY:** Chief Executive

**SUBJECT:** Appointment of Chief Officers and Statutory Officers

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## **1 PURPOSE**

- 1.1 To advise Council of the decisions of the Chief Officer and Head Teacher Appointments Sub-Committee to appoint Chief Officers, resulting from the review of the Council's Chief Officer structure approved by Council on 27 October 2020. The appointments are set out in Sections 3.1 and 3.2 of this report.
- 1.2 To seek approval of statutory officer appointments, as set out in Section 3.3 of the report.

## **2 RECOMMENDATIONS**

Council is asked:

- 2.1 to note the decisions of the Chief Officer and Head Teacher Appointments Sub-Committee to make the appointments set out within Sections 3.1 and 3.2 of the report.
- 2.2 to approve the following statutory officer appointments:
- Chief Social Work Officer – Judith Tait, Head of Children's Services
  - Section 95 Officer (Chief Finance Officer) – Sarah Fortune, Head of Finance
  - Monitoring Officer – Morag Ferguson, Head of Corporate Support with effect from 1 July 2021

## **3 BACKGROUND**

- 3.1 Following approval of the revised Chief Officer structure by the Council on 27 October 2020, the Council carried out both internal and external recruitment and selection processes for the posts of Executive Directors

and Heads of Service. All existing Chief Officers were invited to take part in this recruitment process, the initial part of which took place on at the end of last year. Two of the Head of Service posts were subject to an internal matching process, and the posts within the East Lothian Health and Social Care Partnership remained unchanged. The final interviews for the vacant Head of Service posts took place in March 2021. Throughout the process the Committee was supported at all times by independent advisers from Solace in Business and rigorous recruitment processes were put in place including psychometric testing and an assessment centre process run by Solace as well as final presentations and interviews. Advice was also provided to the Committee by the Chief Executive and representatives from HR

3.2 A fully cross party Chief Officer and Head Teacher Appointments Sub-Committee was convened to make each of the appointments apart from the two matched posts and the unchanged Health and Social Care posts. The following appointments have therefore been made:

- Executive Director for Council Resources – Jim Lamond
- Executive Director for Education and Children’s Services – Lesley Brown
- Executive Director for Place – Douglas Proudfoot
- Head of Children’s Services – Judith Tait
- Head of Communities – Sharon Saunders
- Head of Finance – Sarah Fortune
- Head of Infrastructure – Tom Reid
- Director of Health and Social Care – Alison MacDonald
- Head of Operations (Health and Social Care) – Iain Gorman
- Head of Corporate Support – Morag Ferguson
- Head of Development – Michaela Sullivan
- Head of Education – Nicola McDowell
- Head of Housing – Wendy McGuire

Relevant pre-employment checks were carried out for each successful candidate and are in the process of being carried out for the two chief officers, namely the Head of Education and the Head of Corporate Support who are still to take up their posts in June of this year.

### **Appointment of Statutory Officers**

3.3 Councils are required by law to appoint a number of statutory officers. It is proposed that the Council approves the appointment of the following officers to those roles:

- Chief Social Work Officer – Judith Tait, Head of Children’s Services
- Section 95 Officer (Chief Finance Officer) – Sarah Fortune, Head of Finance
- Monitoring Officer – Morag Ferguson, Head of Corporate Support with effect from 1 July 2021

#### **4 POLICY IMPLICATIONS**

4.1 None

#### **5 INTEGRATED IMPACT ASSESSMENT**

5.1 The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy.

#### **6 RESOURCE IMPLICATIONS**

6.1 Financial – There are no direct financial implications associated with the recommendations in this report with all posts provided for within approved budgets

6.2 Personnel – None other than those set out within this report.

6.3 Other - None

#### **7 BACKGROUND PAPERS**

7.1 Private report to East Lothian Council, 27 October 2020 – Review of Chief Officer Structure

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