

Title of Report Executive Leadership Team Appointments**Report by Kenneth Lawrie****1 Purpose of Report**

To update Council on the recent appointment processes for the posts of Joint Director, Health and Social Care and Director, Education, Communities and Economy and to seek Council's agreement to appoint the preferred candidates for these positions.

2 Background**2.1** Council considered a private paper on 14 May 2013 proposing a new Executive Leadership structure for Midlothian Council, and approved the following permanent Director positions:

- Director, Education, Communities and Economy (to be appointed)
- Joint Director, Health and Social Care with NHS Lothian (to be appointed)
- Director, Resources (Mr John Blair)

2.2 Selection processes have now been completed for the two vacant posts as follows:**2.2.1 Director, Education, Communities and Economy**

Following an internal advert, in line with the Mi Future policy, Cabinet conducted an interview process on 12 June 2013, supported by the Chief Executive and Evelyn Dougherty of Veredus Ltd. Cabinet agreed to recommend to Council the appointment of Mary Smith, currently Head of Children and Families to the post of Director of Education, Communities and Economy.

2.2.2 Joint Director, Health and Social Care (Joint Accountable Officer)

Following an internal advert, and advertising to appropriate displaced employees in NHS Lothian, a joint interview process was conducted with NHS Lothian, together with the Chair of the Shadow Board of the Midlothian Health and Social Care Partnership, on 29 May 2013. This process resulted in a decision to recommend the appointment of Eibhlin McHugh, currently Acting Director, Communities and Wellbeing, a decision endorsed by Cabinet on 12 June 2013.

2.3 Subject to agreement by Council, both these appointments will be effective from 1st August 2013. Appointments are made on Chief Officer terms and conditions.

3 Report Implications

3.1 Resource

The post of Joint Director, Health and Social Care, and support arrangements will be jointly funded between NHS Lothian and Midlothian Council.

The costs of a return to a full time Director, Education (with expanded remit) will be balanced out by the savings accrued from the Joint Director, Health and Social Care. These proposals at this stage are therefore cost neutral.

3.2 Risk

These appointments will help to address the opinion of the Council's External Auditors regarding the need to retain sufficient senior management capacity to address the challenges the Council faces.

The risks of not transforming the senior leadership structure is that the Council could find itself catching up with external change factors and lacking the critical capacity to deliver its priorities and ensure the best possible outcomes for the people of Midlothian.

3.3 Single Midlothian Plan and Business Transformation

The proposed appointments to these Director positions are consistent with Scottish Government policy on Health and Social Care, Community Planning and the Christie Report principles. They are also consistent with the Council's principles and policies adopted through The Future Council Model report and the priorities identified through the Single Midlothian Plan. They support the Council's Business Transformation Strategy.

3.4 Consultation

This report proposes to make appointments to posts agreed by Council on 14 May 2013.

3.5 Equalities

The Council's management arrangements are monitored through Statutory Performance Indicators for gender equality purposes. The HR policies used to for these appointments have been subject to Equality Impact Assessments.

3.8 Supporting Sustainable Development

Sustainability implications have been considered and an environmental assessment is not required.

4 Recommendations

Council is asked to:

- i) Appoint Mary Smith as Director, Education, Communities and Economy, effective 1st August 2013
- ii) Appoint Eibhlin McHugh as Joint Director, Health and Social Care on a shared basis with NHS Lothian, effective 1st August 2013

Date: 13 June 2013

Report Contact: Kenneth Lawrie, Chief Executive

Declaration Box

Instructions: *This box must be completed by the author of the report. The box will be copied and saved by the Council Secretariat who will delete it from the report prior to photocopying the agenda.*

Title of Report:

Meeting Presented to:

Author of Report:

I confirm that I have undertaken the following actions before submitting this report to the Council Secretariat (Check boxes to confirm):-

- ☐ *All resource implications have been addressed. Any financial and HR implications have been approved by the Head of Finance and Human Resources.*
- ☐ *All risk implications have been addressed.*
- ☐ *All other report implications have been addressed.*
- ☐ *My Director has endorsed the report for submission to the Council Secretariat.*

For Cabinet reports, please advise the Council Secretariat if the report has an education interest. This will allow the report to be located on the Cabinet agenda among the items in which the Religious Representatives are entitled to participate.

Likewise, please advise the Council Secretariat if any report for Midlothian Council has an education interest. The Religious Representatives are currently entitled to attend meetings of the Council in a non-voting observer capacity, but with the right to speak (but not vote) on any education matter under consideration, subject always to observing the authority of the Chair.