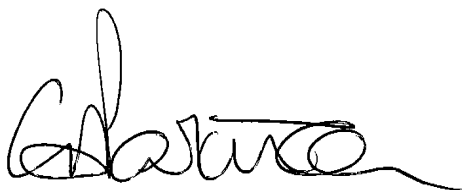


STAFFING COMMITTEE

Date:- Monday, 18 January 2016 Venue:- Town Hall, Moorgate Street,
Rotherham.
Time:- a.r.o. Advisory Cabinet
(11.00 a.m. approx.)

AGENDA

1. To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Children and Young People's Services Senior Management (report herewith) (Pages 1 - 5)
4. Voluntary Severance Update 2016 (report herewith) (Pages 6 - 8)



Catherine A. Parkinson,
Interim Director of Legal and Democratic Services.

Summary Sheet
Staffing Committee Report

Title
Children and Young People's Services Senior Management

Is this a Key Decision and has it been included on the Forward Plan?
No

Director Approving Submission of the Report
Commissioner Manzie

Ward(s) Affected
None

Executive Summary
This report provides detail of the proposed creation of a new Deputy Director post in Children and Young People's Services and salary level

Recommendations

Recommend the creation of a new Deputy Director post in Children and Young People's Service and the salary level for approval by full Council.

List of Appendices Included
Appendix 1 Salary Benchmarking

Background Papers
Localism Act 2011
Hutton Review of Fair Pay in the Public Sector: Final Report March 2011
Local Government Transparency Code 2015
Senior Pay in Local Government Epaycheck 2015

Consideration by any other Council Committee, Scrutiny or Advisory Panel

The proposed salary level for the new Deputy Director post in Children and Young People's Services is in excess of £100k and under the current Pay Policy Statement has to be approved by full Council on recommendation of Staffing Committee.

Council Approval Required
Yes

Exempt from the Press and Public
No

Pay issues April 2016

1. Recommendations

- 1.1 Recommend the creation of a new Deputy Director post in Children and Young People's Services and the salary level for approval by full Council.

2. Background

2.1 Deputy Director Children and Young People's Services

2.1.1 Following the appointment of the Assistant Director of Safeguarding Children and Families to a post in another local authority and the identified need for more senior management capacity in this area the Directorate are seeking to delete this post and replace with a Deputy Director post which will have a broader remit and Deputising function for the Strategic Director.

2.1.2 Recent recruitment activity for senior managers has identified the challenge of recruiting suitably qualified and talented individuals in this specialist and critical area. Feedback received from applicants, via external recruitment consultants who undertook the recruitment activity, highlighted that current Council salary levels were an issue.

2.1.3 In September 2015, to reflect recruitment and retention issues with experienced Social Workers the Council took proactive steps to ensure that the pay package on offer was competitive to attract and retain experienced skilled professionals working in this sector.

2.4.4 Appendix 1 illustrates benchmarking of salaries for appointments in Children's Social Care. In light of salaries currently being offered at this most senior level and in order to attract suitably qualified and experienced candidates it is proposed that a salary level of £120k is offered for the new role. The Assistant Director post to be deleted attracted a salary package of £90,990 (basic salary £82,720 plus annual retention payment of £8,270).

3. Key Issues

3.1 The need to recruit suitably qualified and experienced senior management in Children's Social Care is essential for the Council to improve services in this critical area.

3.2 Salary packages over £100k require full Council approval

4. Options considered and recommended proposal

4.1 Given the imperative to appoint a suitably skilled and experienced professional it is felt that this proposal is appropriate.

5. Consultation

5.1 Consultation has taken place with the Strategic Director of Children and Young People's Services and Commissioners Newsam and Manzie.

6. Timetable and Accountability for Implementing this Decision

6.1 Approval of this decision will be taken to the meeting of full Council scheduled to take place on the 27th January 2016

7. Financial and Procurement Implications

7.1 The proposed salary for the Deputy Director of Children's and Young People's Services would incur an additional salary cost of £29,010 which would need to be absorbed from existing budgets.

8. Legal Implications

8.1 It is a legal requirement that salary packages over £100k are approved by full Council.

9. Human Resources Implications

9.1 Levels of pay in addition to reflecting the nature of the work performed also, in critical areas, need to take account of the recruitment climate in respect of recruiting the most talented and experienced candidates.

10. Implications for Children and Young People

10.1 A failure to appoint a suitably qualified and experienced Deputy Director could impact on the Council's key priority of ensuring that every child has the best start in life.

11. Equalities and Human Rights Implications

11.1 None

12. Implications for Partners and Other Directorates

12.1 None

13. Risks and Mitigation

13.1 The challenges faced by Rotherham's Children's Services and the challenging national recruitment climate in respect of senior professionals in this area poses risks in the ability to attract suitably qualified and experienced candidates.

14 Accountable Officer(s)

14.1 Managing Director Commissioner, Stella Manzie.
Strategic Director of Children and Young Peoples Services, Ian Thomas

Report author(s):

Simon Cooper, Human Resource Manager
Directorate: Resources
simon.cooper@rotherham.gov.uk, tel ext.23745

Approvals Obtained from:-

Managing Director Commissioner Manzie

Director of Legal Services:- Catherine Parkinson

Strategic Director Finance & Corporate Services:- Stuart Booth

Strategic Director of Children and Young Peoples Services:- Ian Thomas

Senior Children's Social Care Management Pay Levels January 2016

Organisation	Comments	Salary
Coventry City Council	Reports to Executive Director	£120,000
Doncaster Children's Services Trust	Reports to board	£125,000
Doncaster Metropolitan Borough Council	Undertakes mandatory DCS role for the Council	£120,000
Northamptonshire County Council	Reports to Executive Director Post vacant, previous occupant left after a year	£105,000
Sandwell Metropolitan Borough Council	Reports to Executive Director	£120,000

Summary Sheet
Staffing Committee Report

Title
Voluntary Severance Update 2016

Is this a Key Decision and has it been included on the Forward Plan?
No

Director Approving Submission of the Report
Commissioner Manzie

Ward(s) Affected
None

Executive Summary
This report provides detail of the recent voluntary severance exercise

Recommendations

To note progress

List of Appendices Included
None

Background Papers
Budget Reports
All Service Review Proposals
Voluntary Severance Team Briefing
Early Release Panel Voluntary Severance report

Consideration by any other Council Committee, Scrutiny or Advisory Panel

Early Release Panel

Council Approval Required
No

Exempt from the Press and Public
No

Pay issues April 2016

1. Recommendations

- 1.1 Staffing Committee are asked to note the position following the recent opportunity for employees to apply for voluntary severance

2. Background

- 2.1 In order to help the Council towards addressing the £41m funding gap it is facing over the next three years it was agreed to provide employees with a time limited opportunity to apply for voluntary severance.
- 2.2 A window for expressions of interest, opened in October 2015, attracted 459 applications for figures and 231 of these employees asked for their application to be put forward for consideration.
- 2.3 Strategic Leadership Team, Elected Members and Commissioner Sir Myers approved 123 of these applications which will generate a recurrent annual salary saving of £3.2m.
- 2.4 A further 34 applications, predominately in Adult Social Care, are awaiting final determination as to whether they can be supported. If all of these applications can be supported they would generate a recurrent annual salary saving of £960k.

3. Key Issues

- 3.1 The offer of voluntary severance provides an opportunity to mitigate the need for compulsory job losses.

4. Options considered and recommended proposal

- 4.1 This report is presented for information.

5. Consultation

- 5.1 Consultation on budget proposals is ongoing with Elected Members, Service Users and Staff.

6. Timetable and Accountability for Implementing this Decision

- 6.1 This report is presented for information. Employees are being released on voluntary severance in accordance with the needs of the service and in order to achieve savings.

7. Financial and Procurement Implications

- 7.1 Recurrent annual salary savings of £3.2m have been achieved which potentially could rise to £4.1m should all remaining applications be supported.

8. Legal Implications

8.1 Employment statutory rights and contractual obligations have to be adhered to.

9. Human Resources Implications

9.1 Applications for voluntary severance are considered against both the financial case in generating a saving and the business needs of the organisation.

10. Implications for Children and Young People

10.1 Maintaining and improving services are critical in this priority area and this is reflected in consideration of the business needs for applications put forward.

11 Equalities and Human Rights Implications

11.1 Applications for voluntary severance are considered in relation to business needs and achievement of savings. Fairness and equality is applied in such considerations.

12. Implications for Partners and Other Directorates

12.1 None

13. Risks and Mitigation

13.1 This report is presented for information.

14 Accountable Officer(s)

14.1 Managing Director Commissioner, Stella Manzie.

Report author(s):

Simon Cooper, Human Resource Manager
Directorate: Resources
simon.cooper@rotherham.gov.uk, tel ext.23745

Approvals Obtained from:-

Managing Director Commissioner Manzie

Director of Legal Services:- Catherine Parkinson

Strategic Director Finance & Corporate Services:- Stuart Booth