

STAFFING COMMITTEE

**Date:- Monday, 26 June 2017 Venue:- Town Hall, Moorgate Street,
Rotherham.**

**Time:- At the rising of the
Cabinet/Commissioners'
Meeting (approx. 12.00
Noon)**

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. Integrated Health and Adult Care Transformation - Creation and appointment of a Deputy Director - Integrated Health and Social Care (report herewith) (Pages 1 - 6)

Summary Sheet
Staffing Committee Report

Title

Creation and appointment of a Deputy Director - Integrated Health and Social Care

Is this a Key Decision and has it been included on the Forward Plan?

No

Director Approving Submission of the Report

Chief Executive

Ward(s) Affected

None

Executive Summary

This report provides detail of:

The proposed creation of a jointly appointed two year fixed term post of Deputy Director - Integrated Adult Health and Social Care Transformation.

Recommendations

That the above post is created and established, reporting to the Strategic Director – Adult Care and Housing, RMBC

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 jointly appointed Deputy Director Post is within the delegated authority of the Staffing Committee to approve.

Council Approval Required

No

Exempt from the Press and Public

No

Pay Issues 2017

1. Recommendations

This report recommends the creation of a new two year fixed term post of a jointly appointed Deputy Director - Integrated Adult Health and Social Care Transformation, to sit within the Adult Care and Housing Directorate of RMBC for reporting purposes.

2. Background

- 2.1. The Rotherham Integrated Health and Social Care Place Plan summarises local ambitions for bringing together health and social care as one single system. The Plan has been jointly produced by the Rotherham Clinical Commissioning Group (RCCG), Rotherham Metropolitan Borough Council (RMBC), The Rotherham NHS Foundation Trust, (TRFT), Rotherham, Doncaster & South Humber NHS Foundation Trust, (RDASH) and Voluntary Action Rotherham (VAR). The Place Plan demonstrates the commitment across partners in Rotherham to the direction of travel for Rotherham and provides for the continuation of collaborative and transformational activity across the whole health and care system. The Plan constitutes the foundations for delivery of one of the game changers contained within the Rotherham Plan - A new perspective 2025 – integrated health and social care.
- 2.2 Following submission of the most recent draft of the Rotherham Integrated Health and Social Care Place Plan to the Health and Wellbeing Board in January 2017, the focus in Rotherham has been on:
- Strengthening the Integrated Health and Social Care Place Plan content particularly around the case for change, primary care and implementation plan.
 - Building the governance arrangements to ensure that there is transparency and accountability for the delivery of the Plan, with clear political leadership under the Accountable Care System to support the STP deadline.
 - Delivery of the ambitions of the plan and being able to track tangible progress at local level.
 - Linking the plan to wider ambitions for the Borough in terms of neighbourhood based approaches to improve the wellbeing and life chances of Rotherham people.
- 2.3 In order to effectively bring together health and social care as one single system, a joint post will be created between the Council and the CCG. This role will lead on effecting the transition and, equally as important, in assuring that service users and carers receive the highest quality of care, ensuring that multi-agency safeguarding procedures are robust both across and within organisations as collaboration is progressed.
- 2.4 Appendix 1 illustrates benchmarking of salaries for senior Local Government appointments and Senior Officer appointments within the CCG's/NHS. The post is proposed at a salary of £90k.

It should be noted that this is an emerging agenda and therefore directly comparable roles are very limited. The salary range of broadly similar posts will be kept under review and a further report will be brought to Committee if continuation of the role beyond the two year period is deemed to be required.

3. Key Issues

- 3.1 The post will be employed by RMBC but will be jointly accountable to both RMBC and the CCG. It will therefore form a significant contribution from the CCG and Council in delivering the Integrated Health and Social Care Place Plan.
- 3.2 Creation of new posts at Chief Officer level require Staffing Committee approval for appointment and to agree appropriate remuneration

4. Options considered and recommended proposal

- 4.1 Alternative options have been considered by both organisations. However, 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 Adult Care and Housing, Chief Officer of the CCG and Commissioner Ney.

6 Timetable and Accountability for Implementing this Decision

- 6.1 Approval of this decision will be taken to the meeting of the Staffing Committee scheduled to take place on 26th June 2017.

7 Financial and Procurement Implications

- 7.1 The total cost of the post, including on costs, is £121,273 per annum. As recruitment will take place part way through 2017/18, the full cost of the 2-year position will stretch across the current and the next 2 financial years.
- 7.2 The Government has allocated a total of £2.021bn nationally over the next 3 years (2017-18 to 2019-20) to local authorities as supplementary funding to the improved Better Care Fund (iBCF), recognising that local authorities face pressure on the provision of adult social care. Rotherham's share of this is in excess of £6m in 2017/18 reducing to £1.9m by 2019/20 and it is proposed to use this to fund the post.
- 7.3 Use of this funding has to be agreed between the Council and the CCG and it must be used to deliver greater integration between local authorities and health. This is therefore an appropriate use of some of the funding.
- 7.4 Approval for the funding is scheduled for the Better Care Executive on 1st August 2017. In the meantime, any financial risk to the Council by progressing the recruitment immediately will be mitigated through the confirmation of the funding being agreed prior to an appointment being made.

8. Legal Implications

- 8.1 Fixed term contracts will normally end automatically when they reach the end date. Formal notice does not have to be given to the employee.

If a fixed-term contract is not renewed this would be considered to be a dismissal. If the employee has 2 years' service it would be necessary to show that there was a "fair" reason for not renewing the contract (e.g. if the work required by the contract has ended).

An employee under a fixed-term contract therefore has the right not to be unfairly dismissed after 2 years' service and to receive a written statement of the reasons for not renewing the contract. In addition the employee may be entitled to a statutory redundancy payment after 2 years' service if the reason for non-renewal is redundancy.

9. Human Resources Implications

- 9.1 Creation of new posts at Chief Officer level require Staffing Committee approval for appointment and to agree appropriate remuneration
- 9.2 The appointment to this joint post will follow fair and transparent recruitment processes, in accordance with the requirements of both organisations.

10. Implications for Children and Young People

- 10.1 A failure to appoint a suitably qualified and experienced jointly appointed Deputy Director post Integrated Adults Health and Social Care Transformation could impact on the delivery of Rotherham's Integrated Health and Social Care Place Plan, which summarises local ambitions for bringing together health and social care as one single system.

11 Equalities and Human Rights Implications

- 11.1 None

12. Implications for Partners and Other Directorates

- 12.1 This post will be employed by RMBC but will be jointly accountable to both RMBC and the CCG.

13. Risks and Mitigation

- 13.1 The challenges faced by Rotherham's Adults Social and Health Systems in taking a whole system view of pathways and services for individuals is mirrored nationally. Taking early steps to secure the skills and capacity to effect this system transformation is important to enable the attraction of suitably qualified individuals and ensure that as national and local changes are effected that these are undertaken through consultation and engagement with service users and patients and that the highest standards of safeguarding are embedded with the Council and across partners.

14 Accountable Officer(s)

14.1 Chief Executive, RMBC, Sharon Kemp
Chief Officer, NHS Rotherham CCG – Chris Edwards

Report author(s):

Head of Human Resources – Sue Palfreyman

Approvals Obtained from:-

Lead Commissioner - Commissioner Ney

Director of Legal Services - Dermot Pearson

Strategic Director Finance & Customer Services – Judith Badger

Appendix 1

Senior Adult Social Care/Health Management Pay Levels May 2017

Organisation	Comments	Salary
Blackpool Council – Deputy Director	Reports to Strategic Director – Adult Services (Deputises on their behalf)	£90-95,000
Barnet Council – Deputy Director	Reports to Director of Adult Services	£103,332
Leeds City Council	Joint post with CCG – Commissioning post	£91,899-£101,088
Merton Council – Assistant Director	Reports to Director of Adult Services	£95,000
NHS Central London, CCG	Deputy Director	£85,850
Surrey, NHS Foundation Trust	Director of Learning Disability Services	£91,000