

STAFFING COMMITTEE

Date:- Wednesday, 9 May 2018 Venue:- Leader's Office, Riverside House
Time:- At the rising of the Early Release Panel.

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. Acting Up Arrangements for Director of Children's Services. (Pages 1 - 4)

Summary Sheet**Staffing Committee Report****Title****DCS Acting up arrangements****Is this a Key Decision and has it been included on the Forward Plan?**

No

Officer Approving Submission of the Report

Shokat Lal Assistant Chief Executive

Ward(s) Affected

None

Executive Summary

Following the departure of the current Strategic Director of Children and Young People's Services (CYPS) Staffing Committee is asked to review interim arrangements proposed to be put in place pending the recruitment of a replacement.

Recommendations

Staffing Committee is asked to support the interim arrangements proposed in the report.

List of Appendices Included

None

Background Papers

None

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

DCS Acting up arrangements

1. Recommendations

- 1.1 Staffing Committee is asked to support the interim arrangements proposed to be put in place pending the recruitment of a replacement DCS.

2. Background

- 2.1 Under legislation it is a mandatory requirement for the Council to have a nominated Officer undertaking the role of Director of Children's Services. Following the departure of the current DCS it is therefore necessary to put arrangements in place to cover the role until such time as a new permanent DCS takes up the post.
- 2.2 It is proposed that in order to maintain continuity of service that the Deputy DCS covers the role in the interim and that this additional responsibility is recognised with an additional payment to take their full time annual salary to £137,000. This is approximately half way between the maximum DCS salary and the Deputy's current salary level.
- 2.3 Should Staffing Committee agree with the interim appointment of the Deputy DCS to the role their substantive role will also need backfilling. It is proposed to split the Children and Family and Education responsibilities of the substantive post to provide a development opportunity for two existing Officers, a Children's Social Care Head of Service and an existing Assistant Director in the Directorate. In recognition of the additional responsibilities it is proposed that additional payments taking the annual salaries to £87,000 for the Head of Service and £96,910 for the Assistant Director are made.

3. Key Issues

- 3.1 The DCS is a statutory requirement and is a critical role in the delivery of the Council's vision of ensuring Rotherham is a child-friendly borough, where young people are supported by their families and community, keeping children safe and healthy and that children reach their potential.
- 3.2 Children and Young People's Services have made significant progress over the last three years and it is important that the Council's improvement journey is supported during the recruitment of a new permanent DCS.

4. Options considered and recommended proposal

- 4.1 Recruitment to the DCS post is already underway and given the imperative to deliver the Council's key objectives in this area and that it is a statutory requirement the Council cannot afford to leave the post uncovered until the new DCS takes up their post.
- 4.2 Given it would take time for an external interim to become familiar with the organisation, and the level of current in house skills and expertise, it is recommended that the temporary period the post is vacant is covered from within internal resources.

5. Consultation

- 5.1 Consultation has taken place with the Chief Executive and Leader of the Council.

6. Timetable and Accountability for Implementing this Decision

- 6.1 Not applicable

7. Financial and Procurement Implications

- 7.1 It is expected that these acting up arrangements would be required for a period of 6 months whilst the recruitment and selection of the DCS role takes place and cost £19,316.
- Deputy Acting up additional £7,901
 - Assistant Director additional duties £6,291
 - Head of Service additional duties £5,124

8. Legal Implications

- 8.1 It is a legal requirement to have a nominated Officer for the role of Director of Children's Services.

9. Human Resources Implications

- 9.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.

10. Implications for Children and Young People

- 10.1 The appointment of a suitably qualified and experienced candidate supports the Council's key priority of every child making the best start in life.

11 Equalities and Human Rights Implications

11.1 Fair pay structures are a requirement of employment and equalities legislation.

12. Implications for Partners and Other Directorates

12.1 The role provides a strategic lead for Children and Young People's and is a member of the Strategic Leadership Team working corporately with Elected Members to ensure the Council's vision, priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

13.1 Failure to appoint an interim to this critical role increases the risk that the Council will be unable to deliver continued improvement in Rotherham's Children's Services and achieve corporate goals.

14 Accountable Officer(s)

14.1 Shokat Lal, Assistant Chief Executive

Report author(s):

*Ian Henderson Senior Employee Relations Officer
Directorate: Assistant Chief Executive
Tel and email contact: 01709 822467 ian.henderson@rotherham.gov.uk*

*Amy Leech HR Business Partner (CYPS)
Directorate: Assistant Chief Executive
Tel and email contact: 01709 823722 amy/leech@rotherham.gov.uk*

Approvals Obtained from:-

Chief Executive – Sharon Kemp

Assistant Director of Legal Services:- Dermot Pearson

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