

STAFFING COMMITTEE

Date:- Monday, 29 October 2018 **Venue:- Town Hall, Moorgate Street, Rotherham.**
Time:- 9.00 a.m.

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. Revised Senior Management Arrangements (CYPS). (Pages 1 - 5)
4. Strategic Director, Regeneration and Environment. (Pages 6 - 10)

Summary Sheet**Staffing Committee Report****Title****Revised Senior Management Arrangements (CYPS)****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

The current Deputy Strategic Director of Children and Young People's Services (CYPS) is due to leave RMBC on the 2nd December 2018. This presents an opportunity for the new Strategic Director of CYPS to review the current senior leadership team structure and assess options for how best to lead the service moving forward.

Pending this review Staffing Committee is asked to approve the following interim arrangements. It is proposed that the Head of Service Locality Social Work and Disability Service that had previously covered the role is asked to resume chief officer responsibilities for children's social care.

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

Revised Senior Management Arrangements (CYPS)

1. Recommendations

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

2. Background

2.1 The new Strategic Director for CYPS has identified an opportunity to review their senior leadership team structure in light of the current Deputy Strategic Director of CYPS leaving the organisation in December.

2.2 Whilst that review is ongoing and options being assessed, it is proposed that in order to maintain continuity of service that the current Head of Service, Locality Social Work and Disability Service 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 the current Assistant Director salary of £86,070.

2.3 Should Staffing Committee agree with the interim appointment of the Head of Service, Locality Social Work and Disability Service to the role, their substantive role will also need to be backfilled.

2.4 The council would like to put on record their thanks for the contribution made by the Deputy Strategic Director of CYPS.

3. Key Issues

3.1 Children and Young People's Services have made significant progress over the last three years.

3.2 In order to support the continuing transformation agenda across the directorate, including significant further budget savings, it is essential that the directorate continues to have stable leadership throughout the transitional period until the permanent arrangements are determined. As the Head of Service has only recently stepped down from the position of AD held whilst the permanent recruitment of the DCS was in place, it will provide continuity within the Directorate Leadership Team as they are fully aware of the significant challenges and have been involved in the work to date.

3.3 The arrangements will be regularly reviewed during the period of cover.

4. Options considered and recommended proposal

- 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 post is covered from existing 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 Interim acting up arrangements based on £86k salary including retention will cost £1,348 per month and will be funded from the vacancy savings of the Deputy Strategic Director post.

8. Legal Implications

- 8.1 None

9. Human Resources Implications

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

- 9.2 Experienced, externally sourced temporary resource could be sought to cover the role whilst a permanent replacement is sought. That, however, would present risks in terms of business continuity and would be considerably more expensive. It would also be questionable in terms of value add for such a truncated period.

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 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

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Approvals Obtained from:-

Chief Executive – Sharon Kemp

Assistant Director of Legal Services:- Dermot Pearson

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Summary Sheet**Staffing Committee Report****Title****Strategic Director, Regeneration and Environment****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 resignation of the Strategic Director of Regeneration and Environment on the 17th August 2018, it is proposed that whilst permanent recruitment activity takes place the current Assistant Director of Planning, Regeneration and Environment will cover key elements of the Strategic Director role on a temporary basis with a commensurate increase in salary.

Recommendations

That Staffing Committee approve the request to fill the vacant Strategic Director post and refer the process to the Senior Officer Appointments Panel to make the appointment.

Staffing Committee is asked to support the request to temporarily increase the salary of the Assistant Director of Planning, Regeneration and Transport to £102,023 whilst covering elements of the Strategic Director post.

List of Appendices Included

None

Background Papers

Localism Act 2011 Hutton Review of Fair Pay in the Public Sector
Local Government Transparency Code 2015
Pay Policy Statement
Officer Employment Procedure Rules

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Strategic Director Regeneration and Environment

1. Recommendations

- 1.1 That Staffing Committee approve the request to fill the vacant Strategic Director post and refer the process to the Senior Officer Appointments Panel to make the appointment.
- 1.2 Staffing Committee is asked to support the request to temporarily increase the salary of the Assistant Director of Planning, Regeneration and Transport to £102,023 whilst covering elements of the Strategic Director post.

2. Background

- 2.1 Having been absent from late August, elements of the Strategic Director of Regeneration and Environment's portfolio had been covered on a temporary basis by various Senior Leadership Team members.
- 2.2 Following confirmation of the Strategic Director's resignation, more formal arrangements need to be made in order to provide short term cover for the remaining elements of the role and to provide interim leadership for colleagues across the directorate.

3. Key Issues

- 3.1 Staffing Committee is asked to give their approval to recruit to the vacant Strategic Director post which is required to lead the delivery of the transformation agenda for the Directorate and associated budget savings.
- 3.2 As per the Officer Employment Procedure Rules and Code of Conduct, if approval is given by Staffing Committee to fill the vacant post, plans will immediately begin for attraction and selection, led by the Senior Officer Appointments Panel. It is intended to complete recruitment activity by the end of the calendar year and based on a three month notice period, it is expected that the successful candidate would take up post from March 2019. The salary saving associated with the temporary arrangements will be used to cover the costs for the executive search contract.
- 3.2 In order to support the continuing transformation agenda across the directorate, including significant further budget savings, it is essential that the directorate continues to have stable leadership throughout the transitional period until a permanent replacement is found. Having a current member of the Directorate Leadership Team who is fully aware of the significant challenges and has been involved in the work to date will provide the continuity required.

- 3.2 The salary for a Strategic Director is currently £117,976. Current Assistant Director salaries are £86,070.
- 3.3 As a number of key elements of the role are being covered by SLT colleagues, the recommendation is to temporarily uplift the pay of the Assistant Director of Planning, Regeneration and Transport to the midpoint of the two salaries which is £102,023.
- 3.4 The arrangements will be regularly reviewed during the period of cover.

4. Options considered and recommended proposal

- 4.1 Experienced, externally sourced temporary resource could be sought to cover the role whilst a permanent replacement is sought. That, however, would present risks in terms of business continuity and would be considerably more expensive. It would also be questionable in terms of value added for such a truncated period.

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 Salary packages in excess of £100,000 require Staffing Committee approval.

7. Financial and Procurement Implications

- 7.1 The monthly saving, including on-costs, from the post of Strategic Director being vacant is £13,148. Assuming that the post is vacant for a period of 4 months, until the 16th March 2019, will generate a saving of £52,952. The additional monthly cost of the proposal to temporarily uplift the pay of the Assistant Director is £1,921. This would result in a net saving based on a 4 month period of £44,908.
- 7.2 The net savings associated with this proposal will be used to fund the costs of recruitment to the Strategic Director post. Any savings after the recruitment has been completed will be used to mitigate budgetary pressures within the Directorate.

8. Legal Implications

- 8.1 There are no direct legal implications arising from this report.

9. Human Resources Implications

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

9.2 During a time of significant change for the directorate, the temporary promotion of an existing member of the Directorate Leadership Team will provide continuity and stability in leading organisational change, as well as providing a development opportunity for the individual concerned.

10. Implications for Children and Young People

10.1 The Strategic Director role forms part of the Council's Strategic Leadership Team responsible for delivering the Council's key objectives.

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 Regeneration and Environment and is a member of the Strategic Leadership Team working corporately with Elected Members to ensure the Council vision; priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

13.1 There is a risk that the Council will be unable to deliver continued improvement in Rotherham's Regeneration & Environment strategies and achievement of corporate goals.

14. Accountable Officer(s)

14.1 Shokat Lal, Assistant Chief Executive

Report author(s):

Lee Mann, Assistant Director – HR and OD

Directorate: Assistant Chief Executive

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Approvals Obtained from:-

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