

## STAFFING COMMITTEE

- Date and Time: - Monday 19 December 2022 at 11.30 a.m.**  
**Venue: - Committee Room 1 - Rotherham Town Hall**  
**Membership: - Councillors Alam (Chair), Allen, T Collingham, Read and Reynolds**

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### AGENDA

**1. Apologies for Absence**

To receive the apologies of any Member who is unable to attend the meeting.

**2. Minutes of the meeting held on 19 July 2022 (Pages 3 - 4)**

To consider the minutes of the previous meeting of the Staffing Committee held on 19 July 2022 and approve them as a true and correct record of the proceedings.

**3. Declarations of Interest**

To receive declarations of interest from Members in respect of items listed on the agenda.

**4. Exclusion of the Press and Public**

To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.

**5. Recruitment of Strategic Director, Children and Young People's Services (Pages 5 - 9)**

To consider the proposals to fill the post of Strategic Director, Children and Young People's Services, including the overall timeline for the selection process and likely starting date for the successful candidate.

**Recommendations:**

1. That Staffing Committee refer the process to the Senior Officer Appointments Panel to make the appointment.

**6. Urgent Business**

To determine any item which the Chair is of the opinion should be considered as a matter of urgency.



**STAFFING COMMITTEE**  
**19th July, 2022**

Present:- Councillor Alam (in the Chair); Councillors Allen, Read and T. Collingham.

**15. APOLOGIES FOR ABSENCE**

An apology for absence was received from Councillor Reynolds.

**16. MINUTES OF THE MEETING HELD ON 16TH FEBRUARY, 2022**

The minutes of the previous Staffing Committee meeting held on 16th February, 2022, were considered.

**Resolved:**

That the minutes of the meeting held on 16th February, 2022, be approved as a true and correct record of the proceedings.

**17. DECLARATIONS OF INTEREST**

There were no declarations of interest.

**18. EXCLUSION OF THE PRESS AND PUBLIC**

The Chair advised that there were no items of business on the agenda that would require the exclusion of the press and public from the meeting.

**19. RECRUITMENT TO THE POST OF ASSISTANT DIRECTOR HOUSING**

The Assistant Director, Human Resources and Organisational Development, introduced the report explaining that it was a key role. The post had been advertised on two occasions, in June 2021 and September 2021, without attracting appointable candidates.

He explained that, although benchmarking of salaries had shown the Council's Assistant Director posts to be competitive, the scale of the role and ambitions for the Council's housing strategy mean that the role is broader in scale than many other local authorities.

The role includes the management of the Council's Housing (circa 20,000 homes), the ambitious growth in Council Housing, the development and delivery of the Housing Strategy for the Borough across all tenures and the associated strategic partnerships both within Rotherham and across South Yorkshire.

He clarified that the recommendation was for the Staffing Committee to approve a market supplement of up to £7,500, in addition to the Assistant Director salary of £91,588.

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In response the Assistant Director, Human Resources and Organisational Development explained that the market supplement for this position, which was deemed to be at the right level, had been based on a proportion of a market supplement used for another position within the Council.

In consideration of the proposal, it was acknowledged that a principle had been established previously whereby if a vacancy could not be recruited to on two separate occasions, then a market supplement could be considered. This was an important, large-scale function within the Council therefore the request to use a market supplement was considered reasonable.

It was noted that the post would be advertised July and August, therefore, it was suggested that the closing date of the position be extended to enable the maximum time for submission of applications.

In response it was noted that both internal and external candidates would be able to apply for the position.

The Assistant Director, Human Resources and Organisational Development, explained that the previous recruitment rounds had attracted candidates who would be stepping up into the role rather than candidates already operating at that level.

It was confirmed that applying a market supplement to this advertisement would not set a precedent to future recruitment, these are decided on a case-by-case basis. It was clarified that market supplements could be removed should the position change for future recruitment.

**RESOLVED: That the Staffing Committee agreed to:**

- 1. Approve a market supplement of up to £7,500 for the post of Assistant Director of Housing in addition to the Assistant Director salary of £91,558.**

**20. URGENT BUSINESS**

The Chair reported that there were no urgent items of business requiring the Committee's consideration.

**Committee Name and Date of Committee Meeting**

Staffing Committee – 19 December 2022

**Report Title**

Recruitment of Strategic Director, Children and Young People's Services

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

No

**Strategic Director Approving Submission of the Report**

Jo Brown, Assistant Chief Executive

**Report Author(s)**

Lee Mann, Assistant Director HR & OD

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**Ward(s) Affected**

Borough-Wide

**Report Summary**

The report sets out proposals to fill the post of Strategic Director, Children and Young People's Services, including the overall timeline for the selection process and likely starting date for the successful candidate.

**Recommendations**

1. That Staffing Committee refer the process to the Senior Officer Appointments Panel to make the appointment.

**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

## **Recruitment of Strategic Director, Children and Young People's Services**

### **1. Background**

- 1.1 Following the decision to retire by the Council's current Strategic Director of Children and Young People's Services, formal arrangements need to be made to fill the post on a permanent basis.
- 1.2 As the vacancy is the strategic lead for the directorate, options for cover arrangements for the post are under active discussion until a permanent appointment will be made.

### **2. Key Issues**

- 2.1 Staffing Committee is asked to give their approval to recruit to the vacant Strategic Director post which is required to lead on the continuous improvement work following the Local Authority Children's Services (ILACS) inspection in June 2022 that rated Children and Young People's Services as 'Good'. In addition, the postholder will lead the delivery of the transformation agenda for the Directorate and associated budget savings.
- 2.2 As per the Officer Employment Procedure Rules and Code of Conduct, the Staffing Committee are asked to agree plans to immediately begin the selection process, led by the Senior Officer Appointments Panel.
- 2.3 Based on a three-month notice period, it is expected that the successful candidate would take up post in April 2023 enabling a formal handover to be conducted with the current post holder.
- 2.4 The salary for the Strategic Director post is £156,172 and will be advertised at the current rate.

### **3. Options considered and recommended proposal**

- 3.1 As a statutory chief officer post, permanent recruitment to the Strategic Director role undertaken by a Senior Officer Appointments Panel is recommended.

### **4. Consultation on proposal**

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

### **5. Timetable and Accountability for Implementing this Decision**

- 5.1 As per the Pay Policy Statement, Staffing Committee make recommendations to Council in relation to decisions affecting the remuneration of any post whose remuneration is or is proposed to be or would become £100,000 per annum or above. Council have previously approved this role and the associated salary.

- 5.2 Based on current plans, the post will be advertised from mid-December 2022 with the selection activity taking place in mid-January 2023. Based on a three-month notice period, it is expected the successful candidate will take up post in April 2023.

## **6. Financial and Procurement Advice and Implications**

- 6.1 The Strategic Director of Children and Young People's Services is a budgeted post; therefore the current and future costs of the post are factored into the Council's financial planning.
- 6.2 In addition, there will be the cost of executive search support for the recruitment process, likely to be between £15-20k. This will be competitively procured through an appropriate Framework Agreement.

## **7. Legal Advice and Implications**

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

## **8. Human Resources Advice and Implications**

- 8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation. It is imperative that a high calibre permanent replacement is sourced to build on the improvements already taking place within the service.

## **9. Implications for Children and Young People and Vulnerable Adults**

- 9.1 This post is the lead accountable officer for Children and Young People's Services. The appointment of a suitably qualified and experienced candidate supports the overall delivery of the Council Plan, in addition to the key priority of every child able to fulfil their potential.

## **10. Equalities and Human Rights Advice and Implications**

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

## **11. Implications for CO<sub>2</sub> Emissions and Climate Change**

- 11.1 There are no direct implications resulting from the recommendations in this report

## **12. Implications for Partners**

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

**13. Risks and Mitigation**

- 13.1 There is a risk that the Council will be unable to deliver continued improvements across directorate services should delays occur during the recruitment process. Subject to identifying a suitable candidate, seeking to advertise and appoint as soon as possible will mitigate any associated risks.

**Accountable Officer(s)**

Lee Mann, Assistant Director, HR & OD

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