

Summary Sheet

Council Report

Title

Laying the Foundations - Implementation of Senior Officer Structural Arrangements

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

This is not a key decision.

Director Approving Submission of the Report

Managing Director Commissioner Stella Manzie

Ward(s) Affected

None

Executive Summary

On the 3rd June 2015 full Council approved the proposals put forward by Managing Director Commissioner Stella Manzie in the 'Laying the Foundations' Organisational review. This paper brings forward some minor changes to these structural proposals and specific recommendations in respect of the salary level for the post of the newly titled Strategic Director of Adult Care and Housing.

Recommendations

That the post of Strategic Director of Community Wellbeing and Housing agreed in June 2015 be re-titled Strategic Director of Adult Care and Housing and that the potential to offer a salary from £113,384 (its current level) up to £120,000 be approved.

List of Appendices Included

None

Background Papers

Staffing Committee, 10th April 2015, Council Pay Policy

Full Council, 3rd June 2015, Organisational Review of Rotherham Council – Laying the Foundations,

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

Yes

Exempt from the Press and Public

Yes

Laying the Foundations - Implementation of Senior Officer Structural Arrangements

1. Recommendations

- 1.1 That the post of Strategic Director of Community Wellbeing and Housing be re-titled Strategic Director of Adult Care and Housing and that the potential to offer a salary of £113,384 (its current level) up to £120,000 be approved.

2. Background

- 2.1 The terms of reference for the organisational review presented to Council on 3rd June 2015 were:

To review the current organisational structure of Rotherham MBC, with a particular focus on

- a) The authority exercising effective corporate governance and meeting the Best Value requirement to secure continuous improvement
- b) Its ability to achieve maximum economy, efficiency and effectiveness
- c) Making the operation of the organisation as transparent and corporate as possible
- d) Relationships with partners and the Council's ability to keep children and vulnerable adults safe and to tackle child sexual exploitation
- e) How the authority promotes the economy and the opportunity for local people to prosper
- f) The context of tight financial resources and the need for future savings.

- 2.2 Since approval of the structure, further informal consultation with Elected Members and workforce suggests that a revision to the job title of a key Strategic Director post to ensure clarity of roles and responsibilities would be beneficial. This report therefore suggests changing the proposed title from the previous suggestion of Strategic Director Community Well-being and Housing to Strategic Director Adult Care and Housing

- 2.3 As preparations are made for advertising the vacant senior positions this month, research and external feedback from recruitment consultants has indicated that with particular regard to the area of Adult Care and Housing, consideration needs to be given to the salary level at which the Strategic Director post is advertised both to reflect the breadth and responsibilities of the role and the salaries offered by similar councils currently.

3. Key Issues

3.1

The name change to Strategic Director of Adult Care and Housing is designed to be more understandable to the public and to staff.

- 3.3 This post is due to be advertised in September as progress is made towards filling the new Senior Management Structure. Currently according to the Council's pay policy, the salary would stand at £113,384. Benchmarking of Metropolitan Borough Councils who have the equivalent roles over the last few months produced the following results:

Council	DOSS Salary
Bolton	£144,999
Coventry	£134,295
Doncaster	£120,379
Dudley	£127,000
Manchester City	£120,000
Oldham	£120,000
Rochdale	£121,252
Sheffield	£130,000
Stockport	£122,350
Tameside	£124,003
Wakefield	£120,000
Wirral	£121,807

- 3.4 Additionally, Hays Executive Recruitment who are supporting the Council on the recruitment to the new Senior Management posts conducted further research and found that the median salary of Strategic Directors of Adult Care & Housing for 15 unitary councils in the North and North West was £120,000.

- 3.4 Following cross party consultation with senior members is proposed that a sensible approach would be to offer a salary of a minimum of £113,384 up to £120,000 with the successful candidate appointed on a salary within this range very much commensurate with their experience and salary at their previous employer.

4. Options considered and recommended proposal

- 4.1 The option of retaining the salary of the Assistant Director of Adult Care and Housing at £113,384 was considered however looking at the comparative salaries of posts in other councils it was appropriate to at least offer the potential to appoint a suitable candidate on up to £120,000 if deemed necessary, rather than waste time with a process which might not be productive, given the importance of the post.

- 4.3 The recommendation set out in section 1 therefore sets out this proposal

5. Consultation

5.1 The proposals have been subject to discussions with the Leader, Deputy Leader and Leader of the majority Opposition. Feedback from and individual discussions with the Executive recruitment firm and Officers of Human Resources have also informed the considerations.

6. Timetable and Accountability for Implementing this Decision

6.1 The change to the salary of the post of Strategic Director of Adult Care and Housing will be reflected in the recruitment material for the posts when they are advertised later this month.

7. Financial and Procurement Implications

7.1 An increase in the salary of the post of Strategic Director of Adult Care and Housing to £120,000 will represent an additional £6,616 per annum.

8. Legal Implications

8.1 There are no immediate legal implications associated with the proposals.

9. Human Resources Implications

9.1 Human Resources have been consulted in the development of these proposals.

10. Implications for Children and Young People

10.1 Ensuring stability for the leadership of the Council generally is an important underpinning aspect of the Council's ambition to be judged Outstanding by Ofsted by 2018. The post of Strategic Director Adult Care and Housing has the responsibility for working with Children and Young People's Services on the transition from childhood to adulthood, particularly for vulnerable young people.

11 Equalities and Human Rights Implications

11.1 Salary and job roles need to reflect the responsibilities and risks associated with the posts and the proposals put forward reflect these considerations.

11.2 The recruitment process for the new senior positions will reflect the need to ensure accessibility for applicants from the all members of the community.

12. Implications for Partners and Other Directorates

12.1 Securing the best candidates for senior management positions in an organisational structure that supports the ambitions of the Council will have a positive impact on the way we work with and support our partners.

13. Risks and Mitigation

13.1 A failure to recruit and retain the best candidates for senior management positions in an appropriate timescale will hinder the implementation of the Council's Improvement Plan.

13.2 The recommendations set out in this report address these risks and well designed and thorough recruitment processes will provide a robust test for candidates for the Senior Management vacancies.

14. Accountable Officer(s)

14.1 Managing Director Commissioner Stella Manzie.

Report author(s):

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Approvals Obtained from:-

Strategic Director of Finance and Corporate Services:- Stuart Booth, Strategic Director

Director of Legal Services:- Catherine Parkinson, Interim Assistant Director of Legal and Democratic Services

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