

**Summary Sheet**  
**Staffing Committee Report**

**Title**  
**Children and Young People's Services Senior Management**

**Is this a Key Decision and has it been included on the Forward Plan?**  
No

**Director Approving Submission of the Report**  
Commissioner Manzie

**Ward(s) Affected**  
None

**Executive Summary**  
This report provides detail of the proposed creation of a new Deputy Director post in Children and Young People's Services and salary level

**Recommendations**

Recommend the creation of a new Deputy Director post in Children and Young People's Service and the salary level for approval by full Council.

**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 Deputy Director post in Children and Young People's Services is in excess of £100k and under the current Pay Policy Statement has to be approved by full Council on recommendation of Staffing Committee.

**Council Approval Required**  
Yes

**Exempt from the Press and Public**  
No

## **Pay issues April 2016**

### **1. Recommendations**

- 1.1 Recommend the creation of a new Deputy Director post in Children and Young People's Services and the salary level for approval by full Council.

### **2. Background**

#### **2.1 Deputy Director Children and Young People's Services**

2.1.1 Following the appointment of the Assistant Director of Safeguarding Children and Families to a post in another local authority and the identified need for more senior management capacity in this area the Directorate are seeking to delete this post and replace with a Deputy Director post which will have a broader remit and Deputising function for the Strategic Director.

2.1.2 Recent recruitment activity for senior managers has identified the challenge of recruiting suitably qualified and talented individuals in this specialist and critical area. Feedback received from applicants, via external recruitment consultants who undertook the recruitment activity, highlighted that current Council salary levels were an issue.

2.1.3 In September 2015, to reflect recruitment and retention issues with experienced Social Workers the Council took proactive steps to ensure that the pay package on offer was competitive to attract and retain experienced skilled professionals working in this sector.

2.4.4 Appendix 1 illustrates benchmarking of salaries for appointments in Children's Social Care. In light of salaries currently being offered at this most senior level and in order to attract suitably qualified and experienced candidates it is proposed that a salary level of £120k is offered for the new role. The Assistant Director post to be deleted attracted a salary package of £90,990 (basic salary £82,720 plus annual retention payment of £8,270).

### **3. Key Issues**

3.1 The need to recruit suitably qualified and experienced senior management in Children's Social Care is essential for the Council to improve services in this critical area.

3.2 Salary packages over £100k require full Council approval

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

4.1 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 Children and Young People's Services and Commissioners Newsam and Manzie.

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

6.1 Approval of this decision will be taken to the meeting of full Council scheduled to take place on the 27<sup>th</sup> January 2016

## **7. Financial and Procurement Implications**

7.1 The proposed salary for the Deputy Director of Children's and Young People's Services would incur an additional salary cost of £29,010 which would need to be absorbed from existing budgets.

## **8. Legal Implications**

8.1 It is a legal requirement that salary packages over £100k are approved by full Council.

## **9. Human Resources Implications**

9.1 Levels of pay in addition to reflecting the nature of the work performed also, in critical areas, need to take account of the recruitment climate in respect of recruiting the most talented and experienced candidates.

## **10. Implications for Children and Young People**

10.1 A failure to appoint a suitably qualified and experienced Deputy Director could impact on the Council's key priority of ensuring that every child has the best start in life.

## **11. Equalities and Human Rights Implications**

11.1 None

## **12. Implications for Partners and Other Directorates**

12.1 None

## **13. Risks and Mitigation**

13.1 The challenges faced by Rotherham's Children's Services and the challenging national recruitment climate in respect of senior professionals in this area poses risks in the ability to attract suitably qualified and experienced candidates.

## **14 Accountable Officer(s)**

14.1 Managing Director Commissioner, Stella Manzie.  
Strategic Director of Children and Young Peoples Services, Ian Thomas

### **Report author(s):**

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Approvals Obtained from:-

Managing Director Commissioner Manzie

Director of Legal Services:- Catherine Parkinson

Strategic Director Finance & Corporate Services:- Stuart Booth

Strategic Director of Children and Young Peoples Services:- Ian Thomas

**Appendix 1****Senior Children's Social Care Management Pay Levels January 2016**

<b>Organisation</b>	<b>Comments</b>	<b>Salary</b>
Coventry City Council	Reports to Executive Director	£120,000
Doncaster Children's Services Trust	Reports to board	£125,000
Doncaster Metropolitan Borough Council	Undertakes mandatory DCS role for the Council	£120,000
Northamptonshire County Council	Reports to Executive Director Post vacant, previous occupant left after a year	£105,000
Sandwell Metropolitan Borough Council	Reports to Executive Director	£120,000