

## 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 2<sup>nd</sup> 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:-

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Assistant Director of Legal Services:- Dermot Pearson

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