

Committee Name and Date of Committee Meeting

Staffing Committee – 29th April, 2019

Report Title

Children and Young People's Services Senior Management – Assistant Director
Children's Social Care

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

No

Strategic Director Approving Submission of the Report

Jon Stonehouse, Strategic Director of Children and Young People's Services

Report Author(s)

Jon.stonehouse@rotherham.gov.uk

Ward(s) Affected

None

Report Summary

This report provides detail of the:

Proposed creation of a new Assistant Director Children's Social Care post in
Children and Young People's Services and salary level and the deletion of the
Deputy Strategic Director post.

Recommendations

1. Recommend the creation of a new Assistant Director post in Children and
Young People's Service and Salary Level
2. Deletion of the Deputy Strategic Director post from the establishment.
3. Agree the establishment of a member recruitment panel.

List of Appendices Included

Appendix 1 Salary Benchmarking

Background Papers

Previous Reports, Deputy Strategic Director. CYPS

Consideration by any other Council Committee, Scrutiny or Advisory Panel
No

Council Approval Required
No

Exempt from the Press and Public
No

1. Background

Assistant Director Children's Social Care

- 1.1 A Deputy Strategic Director in CYPS was created as part of the response to intervention. Following the 'good' Ofsted judgement in 2018 and in line with most other Local Authorities it is proposed to delete the Deputy Director post and create an Assistant Director post which will have responsibility for all children's social care functions. These functions include: referral and assessment, child protection, safeguarding, looked after children and leaving care services. The post carries a range of statutory duties in relation to these functions including agency decision maker for fostering and adoption. Deputising for the Strategic Director will be undertaken as required and as appropriate by the Assistant Directors within CYPS.
- 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.
- 1.3 The salary proposed is at a level that is competitive with neighbouring Local Authorities and recognises the complexity of the role and of the local context.
- 1.4 Appendix 1 illustrates benchmarking of salaries for appointments in Children's Social Care. In light of salaries currently being offered and in order to attract suitably qualified and experienced candidates it is proposed that a salary level of £96k is offered for the new role. The Deputy Director post to be deleted attracts a basic salary of £125k and therefore this would represent a basic salary saving of £29k at 2019/20 pay levels.

2. Key Issues

- 2.1 The need to recruit suitably qualified and experienced Assistant Director Children's Social Care is essential for the Council to maintain and continue to develop the quality of services in this critical area

3. Options considered and recommended proposal

- 3.1 Given the imperative to appoint a suitably skilled and experienced professional it is felt that this proposal is appropriate.

4. Consultation on proposal

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

5. Timetable and Accountability for Implementing this Decision

- 5.1 Recruitment will proceed subject to approval by the staffing committee.

6. Financial and Procurement Advice and Implications (to be written by the relevant Head of Finance and the Head of Procurement on behalf of s151 Officer)

- 6.1 The new Assistant Director post for Children's Social Care will have a salary of £96k, compared to the current Deputy Director post which has a salary of £125k. The salary will be subject to uplift for annual pay award agreements.
- 6.2 The budget saving on the basic salary between the two posts, at 2019/20 pay levels, would therefore be £29k. Taking on-costs for employer's national insurance and superannuation into account, the total cost saving would be £40k.
- 6.3 There are no direct procurement implications associated with this report.

7. Legal Advice and Implications (to be written by Legal Officer on behalf of Assistant Director Legal Services)

- 7.1 The Council's Pay Policy Statement requires any proposal to pay a salary in excess of £100,000 to be referred to Council for approval. The proposals in this report do not require this referral.

8. Human Resources Advice and Implications

- 8.1 The level of pay needs to take into account the reflecting nature of the work performed in critical areas and attract the most talented and experienced candidates whilst maintaining a competitive salary with neighbouring Authorities.
- 8.2 Recruitment will be a Member appointment as per RMBC recruitment policies and procedures.

9. Implications for Children and Young People and Vulnerable Adults

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

10. Equalities and Human Rights Advice and Implications

10.1 None

11. Implications for Partners

11.1 None

12. Risks and Mitigation

12.1 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.

13. Accountable Officer(s)

Jon Stonehouse, Strategic Director CYPS

Approvals obtained on behalf of:-

	Named Officer	Date
Chief Executive		Click here to enter a date.
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	12/04/19
Assistant Director of Legal Services (Monitoring Officer)	Named officer	Click here to enter a date.
Assistant Director of Human Resources (if appropriate)	Lee Mann	01/03/19
Head of Human Resources (if appropriate)	Amy Leech	01/03/19

Report Author: Jon.stonehouse.@rotherham.gov.uk

This report is published on the Council's [website](#).

Appendix 1**Senior Children's Social Care Management Pay Levels January 2019**

Organisation	Comments	Salary
Barnsley Metropolitan Council	Reports to Executive Director	£89,176
Sheffield City Council	Reports to Strategic Director	£95,000
Wakefield Council	Reports to Strategic Director	£93,396
Bradford Council	Reports to Executive Director	£98,422
Calderdale Council	Reports to Strategic Director	£95,512
North Yorkshire Council	Reports to Strategic Director	£91,658
Hull Council	Reports to Strategic Director	£91,658
East Riding	Reports to Strategic Director	£91,334