

Public Report
Staffing Committee

Committee Name and Date of Committee Meeting

Staffing Committee – 14 May 2020

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

Shokat Lal, Assistant Chief Executive

Report Author(s)

Lee Mann, Assistant Director HR and OD

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Ward(s) Affected

None

Report Summary

Recommendations

That Staffing Committee approve the request to fill the vacant post of Strategic Director Children and Young People's Services and 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 ill health of the Council's previous Strategic Director of Children and Young People's Services, an interim Strategic Director was appointed in November 2019.
- 1.2 Following confirmation of the Strategic Director's ill health retirement, formal arrangements need to be made to fill the post on a permanent basis prior to the interim arrangements ending in October 2020.

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 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, if approval is given by Staffing Committee to fill the vacant post, plans will immediately begin for attraction and selection, led by the Senior Officer Appointments Panel. The Senior Appointments Panel shall be comprised of:
 - Leader of the Council
 - Deputy Leader of the Council
 - Relevant Cabinet Member(s)
 - Leader of the Majority Opposition Group
 - Chair of Overview and Scrutiny Management Board
 - Other members to be determined by the Leader of the Council, in order to achieve a representative composition reflecting the diversity of the Council and who will have undertaken appropriate training in respect of recruitment and selection

It is intended to complete recruitment activity before the end of July 2020.

- 2.3 Based on a three-month notice period, it is expected that the successful candidate would take up post during October 2020 enabling a formal handover to be conducted with the current interim appointment. The salary for the Strategic Director post is £147,900 and will be advertised at the current rate (subject to the outcome of pay negotiations for 2020/21).
- 2.4 During the response to COVID-19 a modified recruitment protocol has been agreed and will be utilised if required, including the option to conduct the assessment stages of the recruitment process virtually.

3. Options considered and recommended proposal

- 3.1 An extension of the current interim arrangements is not possible and therefore move to permanently recruit to the post in time to facilitate a formal handover period between the current post holder and new Strategic Director is the only viable option.

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 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.

- 6.2 Based on current plans and the requirement to have the new Strategic Director in post prior to the current interim arrangements coming to an end, the post will be advertised for a period of four weeks from the end of May with assessment centre and final interview panels completed by mid-July 2020.

7. Financial and Procurement Implications

- 7.1 The Strategic Director of Children and Young Peoples Services is a budgeted post, therefore the current and future costs of the post are factored into the Council's financial planning. However, the report proposes a handover position between the current interim arrangement and the new post holder. This handover process would be an additional cost to the Council, not covered by budget, but assuming this is only over a small number of days it would not be expected to be significant. Each day would cost the Council in the region of £0.7k excluding pay award. In addition, there will be the cost of recruitment, likely to be between £15-20k.

8. Legal Implications

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

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 During a time of significant change for the directorate, it is imperative that a high calibre permanent replacement is sourced and begins employment with the Council prior to the current engagement ending in October 2020.

10. Implications for Children and Young People

10.1 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 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 Services and is a member of the Strategic Leadership Team working corporately with Elected Members to ensure the Council vision; priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

13.1 There is a risk that the Council will be unable to deliver continued improvement across Children and Young People's Services.

14. Accountable Officer(s)

14.1 Shokat Lal / Judith Hurcombe, Assistant Chief Executive

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Directorate: Assistant Chief Executive

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