

Committee Name and Date of Committee Meeting

Staffing Committee – 01 December 2021

Report Title

Recruitment of Strategic Director, Adult Care, Housing and Public Health

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

No

Strategic Director Approving Submission of the Report

Jo Brown, Assistant Chief Executive

Report Author(s)

Lee Mann, Assistant Director HR & OD

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Ward(s) Affected

None

Report Summary

The current Strategic Director of Adult Care Housing and Public Health is due to leave RMBC on 30 January 2022. This report seeks permission to recruit a replacement to the post, including the statutory functions of the Director of Adult Social Services role.

Recommendations

That Staffing Committee approve the request to fill the vacant post of Strategic Director, Adult Care, Housing and Public Health 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, Adult Care, Housing and Public Health

1. Background

- 1.1 The current post holder will be moving to Liverpool City Council, with their last day of employment confirmed as of 30 January 2022.
- 1.2 An internal competition, involving relevant Cabinet Members, has recently taken place to fill the post on a temporary basis whilst permanent recruitment takes place. Ian Spicer, Assistant Director of Adult Care and Integration, has been successful and his current salary will be uplifted to £133,756 during the temporary cover arrangements, which are likely to continue until May 2022, when the Council expects the permanent post holder to begin in post (subject to a successful recruitment campaign).

2. Key Issues

- 2.1 Staffing Committee is asked to give their approval to recruit to the soon to be vacant Strategic Director of Adult Care, Housing & Public Health. The post carries a range of statutory duties as set out in the Local Authority Social Services Act 1970 (as amended) and covers a broad range of critical Council services.
- 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.
- 2.3 As per the current Pay Policy Statement, the salary for the Strategic Director post is £133,756 and will be advertised at the current rate (subject to the outcome of pay negotiations for 2021/22).
- 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 It is recommended to proceed to the appointment of the Strategic Director Adult Care, Housing and Public Health position.
- 3.2 Options to merge or delete the role have been considered but owing to the Legal requirement and statutory functions of the role, together with the Human Resource Implications set out below, other options cannot be recommended as there is no realistic alternative to making a permanent appointment as swiftly as possible.

4. Consultation

4.1 Consultation has taken place with the Chief Executive, Leader of the Council and relevant Cabinet Members.

5. Timetable and Accountability for Implementing this Decision

5.1 There is no proposal to change the existing agreed salary for the post. Staffing Committee make recommendations to Council in relation to decisions affecting the remuneration new posts whose remuneration is or is proposed to be or would become £100,000 per annum or above. As this is an existing post then it falls within the delegation to Staffing Committee.

5.2 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 through December to early January 2022 with assessment centre and final interview panels completed by February 2022.

6. Financial and Procurement Implications

6.1 The Strategic Director is a budgeted post, therefore, the current and future costs of the post are factored into the Council's financial planning. There will be no significant additional cost associated with the interim arrangements.

6.2 The engagement of a recruitment agency to assist with the search and selection process will be undertaken in accordance with the Council's Financial & Procurement Procedure Rules.

7. Legal Implications

7.1 The Council is required (Section 6 of the Local Government Social Services Act 1970 (as amended)) to appoint a Director of Adult Social Services a Statutory Function that is carried out by the person holding this post.

8. Human Resources Implications

8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.

8.2 During a time of significant change for the directorate, it is imperative that a high calibre permanent replacement is sourced as quickly as possible.

9. Implications for Children and Young People

9.1 The appointment of a suitably qualified and experienced candidate supports the Council's key priority of every child making the best start in life.

10. Equalities and Human Rights Implications

10.1 Fair pay structures are a requirement of employment and equalities legislation.

11. Implications for CO₂ Emissions and Climate Change

11.1 The recommendation will not increase emissions and will have a significant impact on reducing emissions through management of the Council's Housing property portfolio.

12. Implications for Partners and Other Directorates

12.1 The role is a member of the Council's Strategic Leadership Team working corporately with Elected Members and external stakeholders 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 directorate services, with an ensuring impact across other directorates due to their corporate role.

14. Accountable Officer(s)

14.1 Sharon Kemp, Chief Executive

Approvals Obtained from: -

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	Named Officer	Date
Chief Executive	Sharon Kemp	23/11/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	23/11/21
Assistant Director of Legal Services (Monitoring Officer)	Phillip Horsfield	22/11/21
Assistant Director of Human Resources (if appropriate)	Lee Mann	22/11/21

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