

STAFFING COMMITTEE
19th December, 2022

Present:- Councillor Alam (in the Chair); Councillors Allen, Read and T. Collingham.

21. MINUTES OF THE MEETING HELD ON 19TH JULY, 2022

The minutes of the previous Staffing Committee meeting held on 19th July, 2022, were considered.

Resolved:

That the minutes of the meeting held on 19th July, 2022, be approved as a true and correct record of the proceedings.

22. DECLARATIONS OF INTEREST

There were no declarations of interest.

23. EXCLUSION OF THE PRESS AND PUBLIC

The Chair advised that there were no items of business on the agenda that would require the exclusion of the press and public from the meeting.

24. RECRUITMENT OF STRATEGIC DIRECTOR, CHILDREN AND YOUNG PEOPLE'S SERVICES

The Assistant Director, Human Resources and Organisational Development, introduced the report which set out the proposals to fill the post of Strategic Director, Children and Young People's Services. This current postholder had decided to retire and as such, formal arrangements needed to be made to fill the post on a permanent basis. As the vacancy was the strategic lead for the Directorate, options for cover arrangements for the post were under active discussion until a permanent appointment could be made.

The post was required to lead on the continuous improvement work following the Local Authority Children's Services (ILCAS) inspection in June 2022 that had rated Rotherham MBC's Children and Young People's Service as "Good." The postholder would also lead on the delivery of the transformation agenda for the Directorate along with associated budget savings.

The Staffing Committee was asked to agree plans to immediately begin the selection process which would be led by the Senior Officer Appointments Panel. Based on a three months notice period, it was expected that the successful candidate would take up post in April 2023 enabling a formal handover to be conducted with the current postholder.

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The salary for the Strategic Director post was £156,172 and would be advertised at the current rate. 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. Council has previously approved this role and the associated salary and as such, the future costs of the post were factored into the Council's financial planning. This meant further Council approval was not required.

During the meeting the Assistant Director and Chief Executive confirmed that the advert for the post had already gone out. There was also an accompanying video and brochure. The timelines for the recruitment process were outlined. It was also confirmed that the current postholder had agreed to continue on a part-time basis until her replacement was in post. This would be for three days a week and senior officers from within Children and Young People's Services would be invited to apply for the position for the remaining two days a week.

In response to the presentation, Members agreed that it was imperative that a high quality candidate be found to be appointed to the post as it was the Council's ambition to be Outstanding, both in terms of Ofsted and for the children and young people of the Borough. They were grateful to the current postholder for agreeing to continue on a part-time basis and believed it would be a good opportunity for transition.

Following these comments, the Chief Executive confirmed that the deadline for applying had been extended until after Christmas. She also confirmed that the market for this role was small.

The Staffing Committee wished to formally place on record their thanks to Suzy Joyner, current Strategic Director for Children and Young People's Services, for all her work, particularly throughout the Covid-19 pandemic and in helping the Council to achieve a Good Ofsted rating.

RESOLVED:

1. That Staffing Committee refer the process to the Senior Officer Appointments Panel to make the appointment for the Strategic Director, Children and Young People's Services post.

25. URGENT BUSINESS

The Chair reported that there were no urgent items of business requiring the Committee's consideration.