Rotherham Metropolitan Borough Council

Public Report
Staffing Committee

Committee Name and Date of Committee Meeting
Staffing Committee – 30 November 2026

Report Title
Recruitment of Executive Director, Adult Care, Housing and Public Health

Is this a Key Decision and has it been included on the Forward Plan?
No

Executive Director Approving Submission of the Report
John Edwards, Chief Executive

Report Author(s)
Lynsey Linton, Director of Human Resources and Organisational Development
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Ward(s) Affected
Borough-Wide
Choose an item.

Report Summary
This report sets out proposals to appoint to the post of Executive Director, Adult Care, Housing and Public Health

Recommendations
That Staffing Committee:

1. Approve the request to fill the post of Executive Director, Adult Care, Housing and Public Health.

2. Refer the process to the Senior Officer Appointments Panel to undertake the recruitment process.

List of Appendices Included

Appendix 1 Local Benchmarking

Background Papers
Localism Act 2011 Hutton review of Fair Pay in the Public Sector
Local Government Transparency Code 2015
Pay Policy Statement
Other 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 to the Executive Director, Adult Care, Housing and Public Health

1. Background

1.1 The current Executive Director, Adult Care, Housing and Public Health has announced their intended retirement from the Council.

1.2 The role is accountable for the functions of Adult Social Care, Public Health and Council Housing. The post holder is the Council's Statutory Director of Adult Social Services (DASS) under Section 6 of the Local Authority Social Services Act 1970, with responsibility for ensuring the Council discharges its adult social care functions and duties under the Care Act 2014 and associated legislation.

2. Key Issues

2.1 Staffing Committee is asked to give their approval to recruit to the post of Executive Director, Adult Care, Housing and Public Health.

2.2 As per the Officer Employment Procedure Rules and Code of Conduct, Staffing Committee is asked to agree plans to immediately begin the selection process and refer the matter to the Senior Officer Appointments Panel.

2.3 The salary for the post of Executive Director, Adult Care, Housing and Public Health is £155,720 inclusive of the 2026/27 Local Government Pay Award for Chief Officers. Although there is no intention to amend the grade of the post, local benchmarking information is included for transparency at Appendix 1.

3. Options considered and recommended proposal

3.1 In accordance with usual process for the appointment of Executive Directors, it is proposed that permanent recruitment should be undertaken by a Senior Officer Appointments Panel.

3.2 Whilst alternative interim arrangements could be implemented on a temporary basis, the recommended option is permanent recruitment to ensure continuity of leadership and statutory compliance.

4. Consultation on proposal

4.1 Consultation has taken place with the Leader of the Council.

5. Timetable and Accountability for Implementing this Decision

5.1 It is proposed to refer the process to the Senior Officer Appointments Panel.

5.2 Based on current plans the post will by advertised in January 2027, with the assessment process and final interview panels completed by February 2027.

6. Financial and Procurement Advice and Implications

6.1 Provision for the post of Executive Director, Adults, Housing and Public Health has been made within the Council's Budget, therefore, the current and future costs of the post are factored into the Council's financial planning. The costs of the recruitment process will be accommodated from within the Council's existing Budget.

7. Legal Advice and Implications

7.1 The post carries significant responsibilities as described in the report above. Should the Committee decide not to fill the post then there is a requirement set out in the Constitution (Paragraph 6.1 of the Officer Appointment Procedure Rules) for the Committee to suggest how the responsibilities of the post would be fulfilled.

8. Human Resources Advice and Implications

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

8.2 There are no other options available to appoint to the role in accordance with the Constitution and legislation.

9. Implications for Children and Young People and Vulnerable Adults

9.1 Appointing to this strategic role will ensure the continued leadership of a range of Council functions to support Vulnerable Adults.

10. Equalities and Human Rights Advice and Implications

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

11. Implications for CO_2 Emissions and Climate Change

11.1 There are no direct implications arising from this report, although appointing to this strategic role will support continued leadership of the Council's strategies.

12. Implications for Partners

12.1 As a member of the Council's Strategic Leadership Team, this role will work corporately with Elected Members and external stakeholders to ensure the Council's vision, priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

13.1 Failure to proceed with the appointment process to this statutory role would create risk for the Council due to the responsibilities of the position.

Accountable Officer
Lynsey Linton, Service Director Human Resources and Organisational Development.

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	19/11/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	12/11/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	13/11/26
Service Director of Human Resources (if appropriate)	Lynsey Linton	21/10/26
Head of Human Resources (if appropriate)	Amy Leech	21/10/26
The Executive Director with responsibility for this report	John Edwards, Chief Executive	11/11/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Finance and Community Safety - Councillor Alam	09/11/26

Report Author: Lynsey Linton, Service Director Human Resources and Organisational Development.

This report is published on the Council's website.

Appendix 1 Local Benchmarking

Organisation	Role title	Salary
Barnsley Metropolitan Council	Executive Director Place, Health and Care	£154,000
Sheffield City Council	Strategic Director of Adults Care and Wellbeing (Director of Adult Social Services under LASSA 1970)	£132,083
Wakefield Council	Corporate Director - Adults & Health	£142,950
Bradford Council	SD Adult Social Care and Health	£159,862 - £167,495
Calderdale Council	Director of Adult Services and Wellbeing	£132,384
North Yorkshire Council	Corporate Director Health and Adult Services	£141,233 - £164,272
Hull Council	Executive Director of Adult Social Care, Health & DASS	£137,265

NB Due to different configurations of Council Structures a like for like benchmark process of roles containing the same combination of services is unable to be undertaken.