

REPORT TO:	APPOINTMENTS COMMITTEE 29 April 2015
AGENDA ITEM:	
SUBJECT:	APPOINTMENT TO DIRECTOR OF ADULT CARE AND 0-65 DISABILITY SERVICES
LEAD OFFICER:	Chief Executive Director of Human Resources
CABINET MEMBER:	
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure	
FINANCIAL SUMMARY: The salary cost of this post is contained within the 2015/16 budget.	
KEY DECISION REFERENCE NO: n/a	

1. RECOMMENDATIONS
1.1 That the Committee approves the appointment to the Director of Adult Care and 0-65 Disability Services position based on the details contained within this report, noting that this is being reported to the Committee under section 40 of the Localism Act 2011.

2. EXECUTIVE SUMMARY

- 2.1. This report seeks the Committee's approval to appoint to the Director of Adult Care and 0-65 Disability Services position as required by the threshold set and specified under section 40 of the Localism Act 2011.

3. DETAIL

Background

- 3.1. The Council has restructured its first tier (Executive Director and Director) and has moved from four to three departments and the 2015/16 budget reflects the proposed first tier structure outlined within this report; and the restructure took effect from 01 April 2015.

3.2. Localism Act 2011

- 3.4 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments in accordance with the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment above a specified threshold are offered; and severance packages beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £99,999
- 3.5 Under the Council's pay arrangements the Director of Adult Care and 0-65 Disability Services would be graded at a level in accordance with section 40 of the Localism Act 211 and therefore a decision is required by the Committee to appoint at this pay level.
- 3.6 The pay and grading arrangements for chief officers has recently been reviewed and incorporated into the Council's pay policy. Provisions within the pay policy exist to ensure that the salary applied is sufficiently competitive to recruit and retain a suitably qualified and capable individual.
- 3.7 The fixed pay point for the post would be £115k; and benchmarking against comparable roles in London and south-east England and salary data from the London Council's pay survey 2014 and from the Hay Group indicates that this is appropriate.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	Current year	Medium Term Financial Strategy – 3 year forecast		
	2014/15 £'000	2015/16 £'000	2016/17 £'000	2017/18 £'000
Revenue Budget available		115		
Effect of decision from report				
Salary costs		115		
Overspend / (underspend)		0	0	0

4.2 **The effect of the decision**

The post is budgeted for in the 2015/16 budget.

4.3 **Risks**

It is not sustainable to continue to fill the post on an interim basis

4.4 **Options**

The alternative option of not filling the role is not considered sustainable.

4.5 **Future savings/efficiencies**

Further work will be undertaken once the first tier is in place to identify opportunities for savings from the integration of services within the People Department to support the financial challenges for 2016/17 and beyond.

Approved by: Richard Simpson, Assistant Chief Executive (Corporate Resources and S151 Officer).

5 COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

- 5.1 The Solicitor to the Council comments that the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.

Approved by Julie Belvir, Borough Solicitor and Monitoring Officer.

6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT

- 6.1 There are no direct considerations arising from this report.

CONTACT OFFICER: Heather Daley, Director of Human Resources

BACKGROUND DOCUMENTS: Job description for post