

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>13 May 2019</b>
<b>SUBJECT:</b>	<b>APPOINTMENT TO DIRECTOR OF OPERATIONS</b>
<b>LEAD OFFICER:</b>	<b>Executive Director for Health, Wellbeing and Adults</b>
<b>CABINET MEMBER:</b>	<b>Councillor Jane Avis</b>
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure.	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post is contained within the existing 2019/20 budget.	

## **1. RECOMMENDATIONS**

- 1.1 Agree the salary package of the Director of Operations of £119,646 per annum under the Localism Act 2011.
- 1.2 Agree candidate selection for interview and subsequently agree an appointment to the post of Director of Operations from the candidate(s) detailed in the Part B appendices to the agenda (to follow). Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

## **2. EXECUTIVE SUMMARY**

- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Operations.

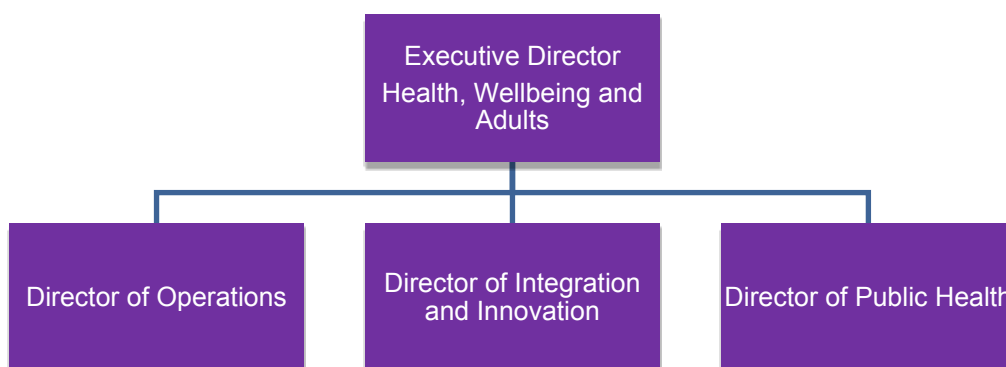
## **3. DETAIL**

### Background

- 3.1 There are a number of key drivers that have influenced the new management structure within the Health, Wellbeing and Adults Department, and drive forward a stronger collaborative approach for the communities of Croydon. The Council continues to see increases in demand for services and increased complexity of cases meaning that since April 2018, there has been a 17% increase in the number of care packages. As we move in to a new financial year, the pressures are predicted to continue. The national adult social care funding gap will still be at around £2bn and our budget planning is further impacted by the delay in publishing the Social Care

green paper. Our Adult Social Care and All Age Disability Division restructuring will help to ensure that we protect frontline service and continue to deliver valuable services to vulnerable residents through:

- 3.1.1 **New ways of working for Croydon** - The Councils new operating model intends to provide services on a locality footprint, and these will be tailored towards the needs of the local population. The Health, Wellbeing and Adults Directorate, will support this approach by working to the same locality based footprint which also aligns to the integrated care networks, huddles and community developments.
  - 3.1.2 **Health & Social Care Integration** - National drivers and challenges within health and social care services support the case for an integrated approach to services for adults, to manage demand and build resilient service provision that reflect user needs.
  - 3.1.3 **Wider Adults improvement journey** - It is recognised nationally there is a financial crisis in adult social care linked to demography and complexity of conditions that require further changes if we are to create a sustainable system for social care in the future. Health, Wellbeing and Adults Services are facing a high level of demand for services and we are finding that people are accessing care and support services at crisis point. We need to intervene earlier and provide different support including better signposting to other services in order to encourage residents to have greater levels of resilience and independence.
  - 3.1.4 **Focus on Digital and Systems Transformation** - An essential part of developing the best ways to deliver our wide range of essential public services, is to make it faster, simpler and more satisfying for our residents and users to engage with the Council and access our support. This means we will invest in the development of our digital proposition and the sustainability of our ICT strategy. Providing information, advice and guidance at points of access to enable choice and control to the person requiring support and entry into statutory services alongside promotion and re-direction to support where needed
- 3.2 It is therefore proposed that the departmental management team reporting to the Executive Director role will be as follows:-



#### Localism Act 2011 and Pay Policy

- 3.3 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments

beyond 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 at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.

- 3.4 As set out in the Council's pay policy, directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2019/20 agreed by the Council on 27 February 2019 agreed a fixed pay point for the Director of Operations at £119,646.
- 3.5 Under these arrangements the Director of Operations would receive a salary package which would engage the Committee's discretion in accordance with the delegation set out in paragraph 3.7 above and therefore a decision is required by the Committee to appoint at this pay level.
- 3.6 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her and these requirements will be complied with should members approve the above recommendations.

## 4 FINANCIAL AND RISK CONSIDERATIONS

### 4.1 Revenue and Capital consequences of report recommendations

	Current year*	Future Years		
	2019/2020	2020/21	2021/22**	2022/23**
	£'000	£'000	£'000	£'000
<b>Revenue Budget available</b>	99.7	119.6	119.6	119.6
<b>Effect of decision</b>	99.7	119.6	119.6	119.6
<b>Overspend / (underspend)</b>	0	0	0	0

\* The assumption for 2019/20 is that the appointment will be made for 10 months of the financial year, this may vary depending on the availability of the successful candidate.

\*\* Subject to future pay award.

### 4.2 The effect of the decision

This is a newly created post that holds statutory responsibilities for adult social care and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The appointment is expected to be effective from 01 June 2019 and the salary costs arising from this decision can be met from the existing 2019/20 budget.

#### **4.3 Risks**

There is a risk of being unable to retain the right calibre of person to this role if the salary is not comparable to the market.

#### **4.4 Options**

The alternative option of not filling the role; and for not making provision to appoint within the parameters of the Council's agreed Pay Policy Statement, is not considered sustainable or viable option as explained in paragraph 4.3 above.

#### **4.5 Future savings/efficiencies**

None identified.

Approved by: Lisa Taylor, Director of Finance, Investment and Risk (S151 Officer)

### **5 COMMENTS OF THE ACTING COUNCIL SOLICITOR AND ACTING 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. However such appointments are subject to the requirements as detailed in paragraph 3.4 above in so far as Member approval is required to appoint to salary packages in excess of £100,000.

5.2 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her.

Approved by: Sandra Herbert Head of Corporate and Litigation Law for and on behalf of Sean Murphy, Interim Director of Law and Governance.

### **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.

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**CONTACT OFFICER:** Sue Moorman, Director of Human Resources

**BACKGROUND DOCUMENTS:** None

**APPENDIX A:** Job description for the role of Director of Operations.