

Non-Executive Template

REPORT TO:	APPOINTMENTS AND DISCIPLINARY COMMITTEE 31 August 2022
SUBJECT:	Appointment to the post of Director of Adults Social Care, Commissioning, Policy & Improvement
LEAD OFFICER:	Katherine Kerswell Chief Executive and Head of Paid Service
WARDS:	<i>All</i>
PUBLIC	

SUMMARY OF REPORT:

This report seeks the Committee's approval to agree the salary package and undertake the selection and appointment to the post of Director of Adults Social Care, Commissioning, Policy & Improvement

FINANCIAL IMPACT:

The salary costs and the oncosts of Pensions and National Insurance costs for the post are budgeted within the Adult Social and Health Directorate. There are no further financial implications from recruiting to this post.

1 RECOMMENDATIONS:

The Committee is RECOMMENDED to:

- 1.1 Agree the salary package for the post of Director of Adult Social Care, Director of Adults Social Care, Commissioning, Policy & Improvement at £106,476-£110,778 per annum under the Localism Act 2011.
- 1.2 Undertake the selection for and agree an appointment to the post of Director of Adults Social Care, Director of Adults Social Care, Commissioning, Policy & Improvement from the candidate(s) detailed in the Part B appendices to the agenda.
- 1.3 Any appointment to be subject to the appointment notification process as set out in section 3.3 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

2.0 EXECUTIVE SUMMARY

2.1 As a member of the council's senior management, the Director of Adult Social Care Commissioning, Policy & Improvement will work collaboratively with other directors in the Adult Social Care & Health Directorate, with corporate directors and directors in other directorates, and with the chief executive to deliver the Croydon Renewal Improvement Plan, the council's priorities and ways of working and a financially sustainable budget by March 2024.

The Director of Adult Social Care Commissioning, Policy & Improvement will act as the head of profession for Commissioning functions across the council and will directly manage a portfolio of adult social care commissioning, commercial, policy & improvement services, including transformation and work to deliver integrated personalised health and social care services as part of delivering the council's commitments to the One Croydon Alliance, and promote the council's corporate competencies and values through day-to-day managerial behaviours.

The Director of Adult Social Care Commissioning, Policy & Improvement will provide high quality professional advice to the corporate director of adult social care & health, the chief executive, Leader and Cabinet, the Scrutiny and Overview Committee, the shadow Health and Care Board, the Health and Well-Being Board and any other external bodies on all matters related to the adult social care improvement functions of the council.

2.2 Structure



Localism Act 2011 and Pay Policy

- 2.3 The Appointments & Disciplinary Committee established at the Annual Meeting in May 2022 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 provides that elected Members should be given an opportunity to vote before salary packages upon appointment at or above a specified threshold are offered. For these purposes, the specified threshold is currently £100,000 as set by Government.
- 2.4 As set out in the Council's Pay Policy agreed by the Council on 08 March 2021, it was anticipated that a new pay range for Croydon Chief Officer Grades would be introduced in line with the new senior management structure. This includes new Director roles. The Pay Policy provided that these roles would be placed on a grade and salary within the Croydon Chief Officer Grades 1 and 3 following evaluation of their post using the Hay job evaluation scheme with provision for incremental progression to the top spinal point of the grade. The Policy also provides that the salaries will be reviewed in line with national awards as determined by the JNC for Local Authority Chief Executives. The Council on 05 July 2021 agreed the new Job Descriptions for the three most senior tiers of management. This included agreeing the salary scale for the Director of Adult Social Care Commissioning, Policy & Improvement Grade 2 £106,476-110,778.
- 2.5 Under these arrangements the Director of Adult Social Care Commissioning, Policy & Improvement would receive a salary package which would engage the Committee's discretion in accordance with the delegation set out in paragraph 2.3 above and therefore a decision is required by the Committee to appoint at this pay level.
- 2.6 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Mayor 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

3. CONSULTATION

- 3.1 The recruitment campaign and assessment and selection process included interna/external advertising, 1:1 preliminary interview with the Corporate Director, Adult Social Care & Health.

4. FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

- 4.1 **Revenue and Capital consequences of report recommendations**

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There are no specific financial implications arising from this recruitment as salary costs and the associated on-costs can be met from within existing budgets within the Adult Social and Health Directorate.

The post holder is accountable for the adult social care operations budget of over £100m and will be required to deliver services and the associated savings programme and transformation projects within that budget envelope.

4.2 **The effect of the decision**

Permanently appointing to this position will provide consistent leadership approach and support to the service. This is an established post and the salary costs arising from this decision can be met from the 2022/23 budget.

4.3 **Risks**

The failure to recruit the right candidate is always a risk and may result in further costs to recruit should this happen. There are broader operational and delivery implications, particularly with savings targets and other Directorate responsibilities.

4.4 **Options**

The alternative option of not filling the role; and for not making provision within the parameters of the Council's agreed Pay Policy Statement is not considered sustainable or viable option.

4.5 **Future savings/efficiencies**

None identified.

4.6 **Approved by: Nish Popat, Interim Head of Corporate Finance**

5. LEGAL CONSIDERATIONS

5.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Legal Services and Monitoring Officer that the Council may generally 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.

5.2 However, such appointments are subject to the requirement of Member approval as detailed in section 40 of the Localism Act 2011 in relation to appointments to salary packages in excess of £100,000 authority for which has been delegated by full Council to this Committee.

5.3 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provides for a notification process to ensure that the Mayor and any other

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Cabinet Members have no objections to the offer of appointment which must occur before an offer of appointment can be made to him/her.

Approved by: Sandra Herbert, Head of Litigation and Corporate Law for and on behalf of Stephen Lawrence-Orumwense the Director Legal Services and Monitoring Officer.

6. HUMAN RESOURCES IMPACT

- 6.1 The are no additional human resources impacts beyond those described in the body of the report.
- 6.2 Approved by: Dean Shoesmith, Chief People Officer.

7. EQUALITIES IMPACT

7.1 There are no direct equality considerations arising from this report. However, as a senior member of staff the Director will be required to promote the Public Sector Equality Duties (PSED) as detailed:

- (i) Eliminate unlawful discrimination, harassment and victimisation
- (ii) Advance equality of opportunity between people who share a protected characteristic and those who do not.
- (iii) Foster or encourage good relations between people who share a protected characteristic and those who do not.

7.2 Senior members of staff are also responsible for the deliverables of the Equality Strategy 2020 -2024 within their service area. This includes: ensuring that every strategy, delivery plan and staff appraisal has an equality objective linked to it .

Approved by: Denise McCausland, Equalities Programme Manager

8. ENVIRONMENTAL IMPACT

- 8.1 There are none
- 8.2 (Approved by: *[A N. Other]* on behalf of the Director of XX)

9. CRIME AND DISORDER REDUCTION IMPACT

- 9.1 There are none.
- 9.2 (Approved by: *[A N. Other]* on behalf of the Director of XX)

10 DATA PROTECTION IMPLICATIONS

- 10.1 WILL THE SUBJECT OF THE REPORT INVOLVE THE PROCESSING OF 'PERSONAL DATA'?**

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The recommendations contained within this report involve the processing of data in accordance with data protection requirements via the Council's HR and payroll systems, policies and processes.

Approved by: Dean Shoesmith, Chief People Officer

CONTACT OFFICER: Katie Wallace, Head of Recruitment

APPENDICES TO THIS REPORT

Appendix 1: Role Profile

BACKGROUND DOCUMENTS:

Part B appendices. Not for publication – exempt under part 1 of Schedule 12A of the Local Government Act 1972 and the public interest in withholding disclosure outweighs the public interest in disclosure.