



Report of *Chief HR Officer*

Report to *Employment Committee*

Date: *13th November, 2015*

Subject: *Appoint of Chief Officer Commissioning, Adult Social Services*

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix 3 is exempt under rule (10.4 (1) & (2))	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Summary of main issues

This report outlines the background to the creation of the temporary post of Chief Officer Commissioning, Adult Social Services

The commission function in Adult Social Care is a critical aspect of developing a full portfolio of services for Adults across the City of Leeds. The appointment of a temporary Chief Officer for between 9 to 12 months will best facilitate developing options for the future commissioning arrangements with partners, particularly Health providers, in the city.

The report outlines the recruitment stages for the post.

Recommendations

The Employment Committee is asked to:

- Agree to the recruitment of the temporary post of Chief Officer, Commissioning Adult Social Services in place of the Deputy Director post (currently vacant); and
- Following the interview and selection process make a recommendation for appointment.

1 Purpose of this report

- 1.1 This report outlines the reasons for the temporary replacement of the of the vacant Deputy Director post (Dir 90%) with that of the Chief Officer Commissioning (Director 85%) in Adult Social Services.

2 Background information

- 2.1 The health and social care world has been one of changing policies, vision and strategies to which Leeds has responded well. A key aspect of the Authority's response has been the effective delivery of commissioned services with strong partnerships arrangements with the health, independent and voluntary sectors.
- 2.2 The "Better Lives for Leeds" strategy recognises the need to develop the care market so there are a range of different types of enterprises providing care and support and a greater range of health and well-being activities for people in the city.
- 2.3 The Deputy Director position responsible for leading our commissioning function is currently vacant and this provides an opportunity to assess our commissioning needs and future direction.

3 Main issues

- 3.1 Through effective commissioning, Leeds has helped develop the market within the City to ensure value for money and the delivery of effective outcomes. With deepening financial challenges, the time has now come to consider how to take forward our commission agenda in order to ensure that we are both maximising value for money and delivering improved outcomes.
- 3.2 The next stage of this development will be to enhance our joint working, especially with our health partners, developing a commissioning capacity which supports the increasingly integrated world of Health and Social Care and recognises the dependencies with each.
- 3.3 By the temporary replacement post, the Directorate is giving the Authority the maximum flexibility in considering a range of organisational relationships for managing our future commission arrangements, whilst at the same time providing sufficient strategic leadership and direction to support existing activities and functions.
- 3.4 The main focus for the Chief Officer Commissioning will be to provide strategically and operationally accountable leadership for Strategic Commissioning along with Joint and Integrated Commissioning functions. The Chief Officer of Commissioning will work closely with the Director of Access and Care Delivery on safeguarding issues, with a key role around safeguarding issues in commissioned services. The postholder will be a member of the Best Council Leadership Team.
- 3.5 The Job Description for the post has been attached and has been evaluated in line with Leeds City Councils processes for JNC posts. (Appendix 1)

3.7 Given the temporary nature of the post, an assessment has been made that there is sufficient internal capacity to fulfil this role through internal recruitment within Leeds City Council. It has also been identified that there is no need at this time to have the formal deputising for the Director within the remit of this post. The post will have a duration of 9 to 12 months by which time proposals for new arrangements for commissioning will be developed.

3.8 The recruitment process has been co-ordinated by Human Resources

The recruitment process followed was:

- Expression of Interest requested – Open to all Council JNC or equivalent postholders
- Expression of interest forms submitted – 2 page maximum
- Member interview panel

Their expression of interest applications are attached to the Employment Committee report (Exempt Appendix 3)

4 Corporate Considerations

4.1 Consultation and Engagement

4.1.1 The proposals contained in this report have been consulted with the leadership of the Council and with key partners. There is a consensus that the proposal is a pragmatic and sensible approach for the next period to help contribute to the future development of commissioning in Leeds, whilst maintaining the quality and outcomes of existing services. Meeting shave been set up with the trade unions to consult on this interim appointment.

4.2 Equality and Diversity / Cohesion and Integration

4.2.1 This post has had an equality impact assessment. (Appendix 2)

4.3 Council policies and the Best Council Plan

4.3.1 This post will make a significant contribution to the Better Lives strategy and Best Council Plan objectives. It will also play a leading role in a number of the key Breakthrough projects especially making Leeds the best place to grow old in.

4.4 Resources and value for money

4.4.1 The proposal for a 9 to 12 month contract provides flexibility in this area. The post has been appropriately graded in line with the Council's Job Evaluation processes. The post is lower graded than former Deputy Director role at Dir 85% and will represent a temporary saving within the JNC paybill.

4.5 Legal Implications, Access to Information and Call In

4.5.2 This post is a Member appointment given its reporting lines and will be recruited to in accordance with Officer Employment Procedure Rules.

- 4.5.3 The information in exempt. Appendix III attached to this report relates to the personal details of Council employees applying for employment within the authority.

It is considered that since this information relates to the personal details of Council Employees it is not in the public interest to disclose this information at this point in time.

Also it is considered that the release of such information would or would be likely to prejudice the Council's ability to recruit effectively to similar posts in the future

It is therefore considered that this element of the report should be treated as exempt under Rule 10.4.(1) and (2) of the Access to Information Procedure Rules.

4.6 Risk Management

- 4.6.1 The commissioning function in Adult Social Services is of strategic importance to the effective delivery of services both within the council and the social care market in Leeds. Failure to provide appropriate leadership and strategic direction in the next period would pose a significant risk.

5 Conclusions

- 5.1 Members of the Employment Committee are to agree the content of this report

6 Recommendations

- 6.1 The Employment Committee is asked to agree the following:
- 6.1.1 Agree to the recruitment of the temporary post of Chief Officer, Commissioning Adult Social Services.
- 6.1.2 Following the interview and selection process make a recommendation for appointment.

7 Background documents¹

- 7.1 N/A

Appendixes for the report

Appendix 1 Job description

Appendix 2 Equality Screening report

Appendix 3 Expressions of Interest from Shortlisted candidates to be distributed under separate cover (Designated as exempt from publications under the provisions of Access to Information Procedure Rules 10.4(1) and (2) (to follow).

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

