

**Report of** *Chief HR Officer*

**Report to** *Employment Committee*

**Date:** *1<sup>st</sup> February 2016*

**Subject:** *Appointment of Chief Officer Health Partnerships, 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 recruitment to the post of Chief Officer Health Partnerships, Adult Social Services initially on a temporary basis.

The health and social care partnerships relationships are a critical aspect of developing a full portfolio of services for Adults across the City of Leeds. The appointment of a Chief Officer for between 9 to 12 months on a temporary / secondment basis based in Adult Social Services will best facilitate developing options for the future arrangements with partners, particularly Health providers, in the city.

The report outlines the recruitment stages for the post.

**Recommendations**

4. The Employment Committee is asked to:

4.1 Agree to the recruitment of the post of Chief Officer, Health Partnerships Adult Social Services on a temporary or secondment basis following the resignation of the current postholder.

4.2 Following shortlisting, 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 vacant Chief Officer Health Partnerships, 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 strong partnerships arrangements with the health, independent and voluntary sectors.
- 2.2 The "Better Lives for Leeds" strategy recognises the need to develop and strengthen the health and well-being partnerships for people in the city.
- 2.3 The position responsible for our health partnership arrangements is currently vacant and this provides an opportunity to assess the medium to long term requirements in this area.

## **3 Main issues**

- 3.1 Through effective partnerships, Leeds has helped develop the better care fund, integration and pioneer work 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 partnerships 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 partnership arrangements, whilst at the same time providing sufficient strategic leadership and direction to support existing activities and functions.
- 3.4 The Chief Officer Health Partnerships will lead on the Health and Wellbeing agenda across the Partnership including Adult Social Care, Children's Services and Public Health delivering transformation and implementing change across the city in line with legislation, being accountable for the delivery of agreed outcomes, targets and objectives as set by the Director. The Chief Officer Health Partnerships will be strategically responsible for the development and delivery of an agenda of city-wide change and the on-going service development with partners within and external to the Council to improve the wellbeing of the population through an effective Health and Wellbeing Strategy.

The post-holder will take responsibility for the professional coordination of support to the Health and Wellbeing Board and relevant partnerships with the NHS,

Healthwatch, citizens, and external partners working closely with elected members and the Directors of Children's Services, Adult Social Services and Public Health.  
. The postholder will be a member of the Best Council Leadership Team.

3.5 The Job Description for the post has been attached (Appendix 1)

3.7 Given the temporary nature of the post, an assessment has been made that the recruitment process should be open to appropriately graded employees within the council and our health partners . The post will have duration of 9 to 12 months by which time proposals for new arrangements for partnerships 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 and the city's key health partners (Leeds Teaching Hospitals Trust, Leeds Community Health, Leeds and York Foundation Trust and the 3 Clinical Commissioning Groups
- Expression of interest forms plus a CV submitted – 2 page maximum
- Member shortlisting and interview panel

Their expression of interest applications will be sent under separate cover

## **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 health partnerships in Leeds, whilst maintaining the quality and outcomes of existing services. .

### **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 grade remains the same so no impact on the budget.

### **Legal Implications, Access to Information and Call In**

4.4.2 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. Candidate details will be sent to panel members under separate confidential cover.

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.

## **4.5 Risk Management**

- 4.5.1 The health partnerships arrangements in Adult Social Services are of strategic importance to the effective delivery of services both within the council, health service 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, Health Partnerships, Adult Social Services.
- 6.1.2 Following the interview and selection process make a recommendation for appointment.

## **7 Background documents<sup>1</sup>**

- 7.1 N/A

## **Appendixes for the report**

Appendix 1 Job description

Appendix 2 Equality screening report

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<sup>1</sup> 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.