



**Report of:** Chief HR Officer

**Report to:** Employment Committee

**Date:** 18 October 2016

**Subject:** Appointment of Deputy Director Integrated Commissioning and Chief Officer Health Partnerships

Are specific electoral Wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, name(s) of Ward(s):		
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?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, Access to Information Procedure Rule number:		
Appendix 3 is exempt under rule (10.4 (1) & (2))		

## Summary of main issues

This report outlines the background to the recruitment to the posts of Deputy Director - Integrated Commissioning and Chief Officer - Health Partnerships.

The commissioning functions in Adult Social Care and our health and social care partnerships are critical aspects for developing a full portfolio of services for adults across Leeds.

The current role responsible for the commissioning function is filled on a temporary basis as is the Chief Officer Health Partnerships. Both roles were filled temporarily to allow time to develop future arrangements with partners in the city, particularly those in health.

Now these arrangements have been developed and to strengthen the joint working and integration within the health and social care system, the directorate wishes to recruit permanently to both roles. The Chief Officer, Commissioning has been revised and re-designated to Deputy Director Integrated Commissioning and will be partly funded by Leeds North CCG. There has been no change in grade for either role.

The report outlines the recruitment stages for the post.

## Recommendations

The Employment Committee is asked to:

- Agree to the recruitment of the post of Deputy Director, Integrated Commissioning and Chief Officer, Health Partnerships.
- Following the interview and selection process make recommendations for appointments.

## **1 Purpose of this report**

- 1.1 This report outlines the reasons for the permanent recruitment to the roles of Deputy Director Integrated Commissioning (Dir 85%) and Chief Officer, Health Partnerships (Dir 70%).

## **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 and strong partnership 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. It also recognises the need to develop and strengthen the health and well-being partnerships for people in the city.

## **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 commissioning agenda in order to ensure that we are both maximising value for money and delivering improved outcomes.
- 3.2 The next stage of this has been to develop and 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 To reflect this joint working and strengthen partnerships and integration, the role of Chief Officer, Commissioning has been revised and re-designated as Deputy Director, Integrated Commissioning and Leeds North CCG will fund 25% of the post. The main focus of this role will be to support the Director of Adult Social Services (and in this case the Chief Officer of Leeds North CCG) in setting the purpose and strategic direction in relation to health and social care integrated commissioning.
- 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. The role 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.

- 3.5 The Job Descriptions for the posts are attached and have been evaluated in line with Leeds City Council's processes for JNC posts. (Appendix 1)
- 3.6 In view of the above, the Director has approved the appointment of Gatenby Sanderson to assist in the search and selection process. Gatenby Sanderson are specialists in senior public sector recruitment and have been used for a number of senior appointments in the Council.
- 3.7 The recruitment process is being coordinated by Human Resources. The post advert and the job description are attached as appendix 1. The process identifies the following steps:
  - a. Closing date for expressions of interest in the role was 30<sup>th</sup> September 2016 with an Employment Committee for longlisting on 18<sup>th</sup> October 2016
  - b. Following longlisting, selected candidates will attend an Assessment Centre. Candidates will be assessed from the perspective of key stakeholders e.g.
    - service users
    - commissioners
    - providers
- 3.8 The outputs from the assessment centre will be reported to the Employment Committee for shortlisting in order to identify those candidates the Employment Committee wish to invite for the final interview. The date for this Committee is being arranged.

The candidate application details (appendix 3) 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 on with the leadership of the Council and with key partners. The trade unions have been informed about these posts.

### **4.2 Equality and Diversity / Cohesion and Integration**

- 4.2.1 These posts have had an equality impact assessment. (Appendix 2)

### **4.3 Council policies and the Best Council Plan**

- 4.3.1 These posts will make a significant contribution to the Council's ambition to be the best city to grow old and the Better Lives programme, as well as developing partnerships in the city.

### **4.4 Resources and value for money**

- 4.4.1 The posts are established posts within the budget provision for 2016/17.

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

- 4.5.2 These posts are Member appointment given the reporting lines and will be recruited to in accordance with Officer Employment Procedure Rules.
- 4.5.3 The candidate information in the report is exempt. Appendix 3 relates to the personal details of candidates applying for employment within the authority and will be sent under separate cover.

It is considered that since this information relates to the personal details of candidates 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 and partnership functions in Adult Social Care are of strategic importance to the effective delivery of services both within the council and the health and social care market in Leeds. Failure to provide appropriate leadership and strategic direction in the next phase of transformation pose a significant risk.

### **5 Conclusions**

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

### **6 Recommendations**

- 6.1 The Employment Committee is asked to:
  - 6.1.1 Agree to the recruitment of the posts of Deputy Director, Integrated Commissioning and Chief Officer, Health Partnerships.
  - 6.1.2 Following the interview and selection process make recommendations for appointments.

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

- 7.1 N/A

### **Appendices for the report**

Appendix 1 Advert, role profiles and role specifications

Appendix 2 Equality Screening reports

Appendix 3 Applications from candidates to be distributed under separate cover

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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.