

# Appointment of the Director of Adults and Health

Date: 15<sup>th</sup> December 2023

Report of: Chief Executive

Report to: Employment Committee - Interview

Will the decision be open for call in?  Yes  No

Does the report contain confidential or exempt information?  Yes\*  No

(\*Appendix 2 only – designated as exempt from publication under Access to Information Procedure Rule 10.4 (1&2))

## Brief summary

This report outlines the reasons for the recruitment to the post of Director of Adults and Health.

Recruiting to this role will build on the achievements of our Better Lives strategy and continue the work championing the delivery of quality social care services. The role has responsibility for the discharge of all statutory adult social services functions and responsibility for Public Health, ensuring Leeds will be a healthy and caring city for all ages.

The post is an established post and within budget provision for 2023/24 and beyond.

## Recommendations

- a) Note the process for the recruitment and selection to the post of Director of Adults and Health.

and

- b) Following the selection process, should an appropriate candidate be identified, make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

## What is this report about?

- 1 This report outlines the reasons for the recruitment to the permanent post of Director of Adults and Health.

- 2 The current post holder was appointed to the role on an interim basis from February 2023. The Chief Executive proposes to commence the permanent recruitment process.
- 3 The role of Director of Adults and Health is responsible for the discharge of all statutory adult social services functions and provides strategic leadership for the Adults and Health Directorate covering Social Work and Social Care, Health Partnerships, Integrated Commissioning, Public Health, Resources and Strategy and Transformation and Innovation.
- 4 The post holder is accountable to the Chief Executive and their work falls under the Executive Member for Adult Social Care, Public Health and Active Lifestyles.

**What impact will this proposal have?**

- 5 Appointment to this post will ensure continued contribution to the Best City Ambition - our overall vision for the future of Leeds.

**How does this proposal impact the three pillars of the Best City Ambition?**

Health and Wellbeing

Inclusive Growth

Zero Carbon

- 6 Making this appointment will also ensure relevant issues in relation to the above three pillars are considered across the Adults and Health Directorate.

**What consultation and engagement has taken place?**

Wards affected: None

Have ward members been consulted?  Yes

No

- 7 The proposals contained in this report have been agreed by the Executive Board Members.

**What are the resource implications?**

- 8 The Director of Adults and Health is an established post and is within budget provision for 2023/24, and therefore no additional costs will be incurred in making this permanent appointment.

**What are the key risks and how are they being managed?**

- 9 The Director of Adults and Health plays a significant role in delivering the strategic aims of the Council, city, region as well as national strategic aims and priorities. The role has responsibility for the discharge of all statutory adult social services functions and responsibility for Public Health. If this post is not filled on a permanent basis then it is likely to have a detrimental effect on those adults in the city who have social care and support needs. Failing to fill the post will also negatively impact upon our ambition to be the best city for health and wellbeing.

**What are the legal implications?**

- 10 This post is an Employment Committee appointment in line with the criteria set out in the Officer Employment Procedure Rules and will be recruited to in accordance with those Procedure Rules.
- 11 Candidate information as part of this recruitment and selection exercise will be detailed within Appendix 2 and will be sent separately, this will be exempt from publication. It is considered that this information will relate to individuals' personal and employment details.
- 12 Also, it is considered that the release of such information in Appendix 2 would be likely to prejudice the Council's ability to recruit effectively to similar posts in the future. It is therefore considered to be in the public interest for the future candidate information in Appendix 2 to be treated as exempt from publication under the provisions of paragraphs 10.4 (1) and (2) of the Access to Information Procedure Rules.

## **Options, timescales and measuring success**

### **What other options were considered?**

- 13 No other alternative options were considered as the interim appointment to this role since February 2023 has provided the Directorate with effective leadership and management and continues to champion the delivery of quality social care services for those adults in the city who have social care and support needs.

### **How will success be measured?**

- 14 Recruiting to this role will build on the achievements of our Better Lives strategy and work to improve the health and wellbeing of the people of Leeds as outlined in the Leeds Health and Wellbeing Strategy.

### **What is the timetable and who will be responsible for implementation?**

- 15 The recruitment and selection process is being co-ordinated by the Human Resources team. The post has been advertised on the Leeds City Council jobsite, LinkedIn and in The Municipal Journal (MJ). The recruitment and selection timeline is as follows:
  - Job advertisement live on LCC Jobsite – 27<sup>th</sup> November 2023.
  - Job advertisement closed – 4<sup>th</sup> December 2023.
  - Shortlist by Employment Committee – 15<sup>th</sup> December 2023.
  - Structured conversations with external stakeholders – w/c 18th December 2023.
  - Internal Stakeholder Panel – 21<sup>st</sup> December 2023.
  - Selection Interviews by Employment Committee – 21st December 2023.
- 16 Following the selection process, should an appropriate candidate be identified, the Employment Committee is asked to make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

## **Appendices**

- Appendix 1 Information Pack provided to candidates which includes advert and job profile.

- Appendix 2 - Applicant details (*to follow*) - designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4 (1) and (2).

### **Background papers**

- None