

Appointment of Interim Director of Adults & Health

Date: 15th December 2022

Report of: Chief Executive

Report to: Employment Committee

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

Brief summary

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

Recruiting to this role will build on the achievements of the Better Lives Strategy and continue to work to improve the outcomes for vulnerable adults across the city.

The post is an established post and within budget provision for 2022/23.

Recommendations

- a) Note the process for the recruitment of the post of Interim Director of Adults & 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 post of Interim Director of Adults & Health. The current Director of Adults & Health will be standing down in February 2023. The Chief Executive proposes to recruit to this post on a temporary basis for a 9 - 12 month period in the first instance. During this period a permanent recruitment exercise will be undertaken and the interim arrangements will continue until the point permanent arrangements commence.
- 2 The role of Director of Adults & Health is a statutory role and covers the duties of a Director of Adults Social Services.
- 3 The post of Director of Adults & Health provides strategic leadership for the Adults & Health Directorate and is responsible for the discharge of all statutory adult social services functions, Public Health, Health Partnerships, Integrated Commissioning and Resources & Strategy services.
- 4 The post holder is accountable to the Chief Executive and their work falls under the Executive portfolios of Adult & Children's Social Care & Health Partnerships.

What impact will this proposal have?

- 5 Recruiting to this post will ensure strategic leadership capacity is maintained to deliver our priorities in line with the Best City Ambition and Organisational Plan. In particular, relating to delivery of the vision and priorities set out in the Better Lives Strategy.

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 & 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 Member for Adult & Children's Social Care & Health Partnerships. Trade Union colleagues have also been updated on the proposal to recruit to this role.

What are the resource implications?

- 8 The Director of Adults & Health is an established post and is within budget provision for 2022/23 therefore no additional costs will be incurred in making this interim appointment.

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

- 9 There are no identified risks with the proposals set out in this report. Subject to a successful recruitment and selection process there will be a transition from the current postholder to the new postholder ensuring leadership continuity.
- 10 If this statutory role is not filled then it potentially will have an impact on short to medium-term planning of the adults and health services, which in turn is likely to have a detrimental effect on vulnerable adults in the city.

What are the legal implications?

- 11 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.

Candidate information as part of this recruitment exercise is detailed within Appendix 2 which is exempt from publication. It is considered that this information will relate to individuals' personal details.

Also, it is considered that the release of such information in Appendix 2 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 future candidate information in Appendix 2 should 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?

- 12 A full permanent recruitment and selection exercise was considered. However, given the significant and ongoing pressures on the health and care system and the need for continuity in leadership in the Directorate and across the city, an interim internal recruitment process is considered the best option at this stage primarily to provide stability and continuity in the short to medium term.

How will success be measured?

- 13 Recruiting and appointing to this role will build on the Council's achievements to date and will provide the leadership capacity to support the delivery of the Council's priorities as set out in the Best City Ambition and Organisational Plan. More specifically, the delivery of the vision and priorities set out in the Better Lives Strategy.

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

- 14 The Recruitment and Selection process is being co-ordinated by Human Resources and the timeline is as follows:

- Expressions of Interest were sought from the Best Council Leadership Team with a closing date of Monday 5th December.
- Stakeholder conversations with NHS Leaders to take place mid December 2022.
- Employment Committee Interview scheduled for Thursday 15th December 2022.

Appendices

- Appendix 1 Job Description
- Appendix 2 Candidates Expressions of Interest and CVs - designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4 (1) and (2)

Background papers

- None