

# Appointment of the Deputy Director Integrated Commissioning

Date: 29<sup>th</sup> April 2024

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

## Brief summary

This report outlines the reasons for the recruitment and selection to the post of Deputy Director Integrated Commissioning.

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 Deputy Director of Integrated Commissioning is based in the Adults and Health directorate and is jointly funded by the council and the Integrated Care Board (ICB) in Leeds. The postholder has joint and direct responsibility for a comprehensive, clinically led commissioning strategy, to shape services that respond to citizen voice and comply with all necessary regulations, standards and governance, from local to national level.

The post is an established post and within budget provision for 2024/25 and beyond.

## Recommendations

- a) Note the process for the recruitment and selection to the post of Deputy Director Integrated Commissioning.  
  
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 Deputy Director Integrated Commissioning.
- 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 Deputy Director Integrated Commissioning provides strategic leadership for the Adults and Health Directorate on social care related commissioning; providing advice and expertise to decision makers across the Council. Working with key partners at national, regional and local level to champion the initiatives within the organisation and support the delivery of real change across the city.
- 4 This post is accountable to both Leeds City Council's Adults and Health Leadership Team and the Integrated Care Board (ICB) in Leeds, reporting to the Director of Adults and Health and working extensively with the ICB in Leeds through matrix management. The work of the postholder falls under the Executive Member for; Adult Social Care, Public Health and Active Lifestyles.
- 5 An Organisational Design Review into Commissioning is currently being undertaken. It has been agreed to work towards embedding a single professional lead in this service, that will provide co-ordinated and networked capacity across the organisation. The aim is for this leadership responsibility to be incorporated into this role in the future.

## What impact will this proposal have?

- 6 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

- 7 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

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

## What are the resource implications?

- 9 The Deputy Director Integrated Commissioning is an established post and is within budget provision for 2024/25, and therefore no additional costs will be incurred in making this permanent appointment.

## **What are the legal implications?**

- 10 The Deputy Director Integrated Commissioning is responsible for the implementation of integrated commissioning plans and strategies across the adult health and care system with a strong focus on enhancing services and pathways to support people to live independent and fulfilled lives. 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.
- 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.
- 12 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.
- 13 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 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?**

- 14 No alternative options were considered. Interim arrangements have been in place since February 2023 and it is felt that permanent recruitment to the post is the best option at this stage, to ensure long term strategic leadership stability.

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

- 15 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?**

- 16 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 as an external vacancy. The post has also been advertised on the NHS Jobs site, on LinkedIn and Indeed. The recruitment and selection timeline is as follows:
  - Job advertisement live – 4<sup>th</sup> April 2024.
  - Job advertisement closed – 5<sup>th</sup> May 2024.
  - Shortlist by Employment Committee – 13<sup>th</sup> May 2024.
  - Stakeholder Panel – 20<sup>th</sup> May 2024.
  - Selection Interviews by Employment Committee – 20<sup>th</sup> May 2024.

- 17 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 - designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4 (1) and (2).

### **Background papers**

- None