

**Report of:** Chief Officer HR

**Report to:** Employment Committee

**Date:** 15<sup>th</sup> May 2017

**Subject:** Appointment of Deputy Director Integrated Commissioning

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 background to the recruitment to the post of Deputy Director - Integrated Commissioning.

The commissioning functions in the Adults and Health Directorate and our health and social care partnerships are critical aspects for developing an appropriate portfolio of services for adults across Leeds.

A previous Employment Committee made an appointment to on a temporary basis to that of Chief Officer Commissioning. The temporary arrangements were to allow time to develop future arrangements with partners in the city, particularly those in the NHS. A recruitment exercise took place for the new role of Deputy Director Integrated Commissioning although the Employment Committee was unable to make an appointment in November 2016. The temporary arrangement has continued until such time as a permanent appointment can be made.

The Chief Officer, Commissioning job role 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 the role.

The report outlines the recruitment stages for the post and the alternatives should the Employment Committee be unable to make a permanent appointment.

### Recommendations

The Employment Committee is asked to:

- Longlist candidates for assessment centre
- Review recruitment selection assessment centre feedback, and agree candidates for shortlisting
- Interview candidates and make recommendation for appointment for the Deputy Director Integrated Commissioning
- Agree to the appointment of the Chief Officer Programme Office
- If unable to make an appointment to the role consider alternative resourcing options and make decision

## **1 Purpose of this report**

- 1.1 This report outlines the reasons for the permanent recruitment to the role of Deputy Director Integrated Commissioning (Dir 85%).

## **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 other.
- 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.

- 3.4 It should be noted that since there has been agreement with the NHS commissioners to the joint post, the three Clinical Commissioning Groups in the city have merged into one single senior management team with one Accountable Officer although they still remain autonomous organisations. This means the post is now jointly accountable to the Director of Adults and Health (and in this case the Accountable Officer for the Clinical Commissioning Groups) in setting the purpose and strategic direction in relation to health and social care integrated commissioning.
- 3.5 The Job Profile and Specification for the post 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 is also attached as Appendix 2. The process identifies the following steps:
- a. Closing date for expressions of interest in the role was 5<sup>th</sup> May 2017 with an Employment Committee for longlisting on 15<sup>th</sup> May 2017
  - 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
    - leadership group exercise
- 3.8 The outputs from the assessment centre will be reported to the Employment Committee for shortlisting on the 23<sup>rd</sup> May 2017 in order to identify those candidates the Employment Committee wish to invite for the final interview. The date for the final interview date with the Employment Committee is 28<sup>th</sup> June 2017.
- The candidate application details will be sent under separate cover.
- 3.9 Following appointment to this role, the current temporary postholder will revert back to his substantive grade. It is proposed that he retains a portfolio of work including:
- leadership of the Service Transformation function
  - ,development of asset-based approaches
  - Equalities and diversity and
  - Citizen engagement and consultation
- with a direct reporting line to the Director. The appointment of a Chief Officer direct report is a matter for the Employment Committee.

3.10 In the event that there are no suitable candidates for appointment, the Employment Committee are asked to consider alternative resourcing options including:

- continuing with the current temporary appointment
- reverting back to the former LCC only role and re-advertising

## **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 This is a senior role and has been subject to external executive search which included a specification for an inclusive search to maximise the diversity of applicants

### **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, the Health and Wellbeing Strategy and the Better Lives strategy.

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

4.4.1 The post is an established post within the budget provision for 2017/18.

4.4.2 The post of Chief Officer Programme Office at the former substantive grade is within the budget.

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

4.5.3 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 is exempt 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 function in Adult and Health is 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:

- Longlist candidates for assessment centre
- Review recruitment selection assessment feedback, and agree candidates for shortlisting
- Interview candidates and make recommendation for appointment for the Deputy Director Integrated Commissioning
- Agree to the appointment of the Chief Officer, Programme Office
- If unable to make an appointment to the role consider alternative resourcing options and make decision

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

7.1 N/A

### **Appendixes for the report**

Appendix 1 Role Profile and Role Specification

Appendix 2 Advert

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.