

Report of the Chief Executive to the meeting of Staffing Committee to be held on 10 December 2019

B

Subject:

Appointment of Strategic Director Health and Wellbeing in accordance with the Council's Constitution and Pay Policy Statement.

Summary Statement:

This report seeks approval from Staffing Committee:

- (i) To appoint to the position of Strategic Director Health and Wellbeing in accordance with the Council's Constitution and Pay Policy Statement.
- (ii) To appoint an Appointments Panel to be given delegated responsibility to appoint to the position of Strategic Director Health and Wellbeing and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).

Kersten England
Chief Executive

Portfolio:

Corporate

Report Contact:
Michelle Moverley
Head of Human Resources
Ext: 7883

Overview & Scrutiny Area:

Corporate

1. SUMMARY

- 1.1 In accordance with the Council's Constitution the appointment of strategic directors is a function of Staffing Committee. The Council's current Senior Management structure was approved by Executive on 20 September 2016 and this approved structure includes the post of Strategic Director, Health and Wellbeing. The Structure is at Appendix 1 of this Report.
- 1.2 Following her resignation and intention to retire, the current Strategic Director Health and Wellbeing is due to leave the Council on 31st March 2020. The post holder is currently working their notice.
- 1.3 It is proposed to appoint to the post of Strategic Director Health and Wellbeing in line with the Council's Constitution and Pay Policy Statement. The Pay Policy Statement is at Appendix 2 of this Report.

2. BACKGROUND

- 2.1. The current senior management structure was approved by Executive on 20 September 2016.
- 2.2. On 19 March 2019 Council approved the Council's Pay Policy Statement for the year 1 April 2019 to 31 March 2020.
- 2.3. Following their resignation, the Council's current Strategic Director Health and Wellbeing leaves the Council's employment on 31st March 2020.

3 OTHER CONSIDERATIONS

- 3.1. In accordance with Article 12A.4 and Part 3H (the Officer Employment Procedure Rules) of the Constitution it is a function of Staffing Committee to appoint directors. This function is normally delegated by Staffing Committee to a sub – committee, (an appointment panel). The power to make the appointment can also be delegated to the Chief Executive or her nominee.
- 3.2. The post of Strategic Director Health and Wellbeing is a key post in leading the Health and Wellbeing agenda for the Council.
- 3.3. In accordance with Section 4 of the Council's Pay Policy Statement the post of Strategic Director Health and Wellbeing is subject to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions. The post is graded at SD1 (Strategic Director 1) with a salary range of £138,163 to £144,847 being one of the grade ranges and salary levels within the Council's Pay Policy Statement. Other aspects of the remuneration for the post are set out in Appendix A of the Pay Policy Statement.
- 3.4. Staffing Committee is asked to approve the proposal to appoint to the post of Strategic Director, Health and Wellbeing in accordance with the Council's Pay Policy Statement.

- 3.5. Staffing Committee is asked to approve the proposal that the Appointment Panel be given delegated responsibility to appoint to the position of Strategic Director, Health and Wellbeing and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).
- 3.6. A tender process is taking place for a search and selection consultant to assist with this appointment.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 It is proposed that the appointment of the Strategic Director Health and Wellbeing is in accordance with the provisions of the Council's Pay Policy Statement as set out in section 3 above and as detailed in Appendix 2.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 If Staffing Committee decide that there be no appointment to the position as detailed in paragraph 3.4 above, then Staffing Committee instructs officers to prepare alternative proposals to fulfil the duties and responsibilities of the Strategic Director Health and Wellbeing.

6. LEGAL APPRAISAL

- 6.1 Section 112 Local Government Act 1972 allows the Council to appoint such officers that it thinks necessary for the proper discharge by the Authority of its duties. Such officers shall hold office on such reasonable terms and conditions as the Council thinks fit.
- 6.2 The Council is required to appoint a director of adult social services who exercises responsibility for relevant social services functions under the Local Authority Social Services Act 1970. Two or more authorities may make a joint appointment if they consider that the same person can efficiently discharge the functions of director.
- 6.3 In accordance with the Council's published Pay Policy Statement for the financial year 2019/20 the salary range for the post of Strategic Director Health and Wellbeing is specified to be at grade SD1 and the salary range is £138,163-£144,487.

7. OTHER IMPLICATIONS

7.1 Equality & Diversity

The processes within this Report are equality compliant.

7.2 Sustainability Implications

None

7.3 Greenhouse Gas Emissions Impacts

None

7.4 Community Safety Implications

None

7.5 Human Rights Act

None

7.6 Trade Union Implications

The regional trade unions for Unison and GMB will be advised of the intention to recruit to this post.

7.7 Ward Implications

None

8. NOT FOR PUBLICATION DOCUMENTS

None

9. RECOMMENDATIONS

9.1 That Staffing Committee approve the proposals:

- (i) To appoint to the position of Strategic Director Health and Wellbeing in accordance with the Council's Constitution and Pay Policy Statement.
- (ii) To delegate to an Appointments Panel the responsibility to appoint to the position of Strategic Director Health and Wellbeing and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).

11. APPENDICES

- (i) Appendix 1 – Senior Management Structure
- (ii) Appendix 2 – The Council's Pay Policy Statement 2019/20

12. BACKGROUND DOCUMENTS

None