

Report to COUNCIL

Organisational Framework

Portfolio Holder:

Cllr Sean Fielding, Leader of the Council

Officer Contact: Carolyn Wilkins, Chief Executive and Head of Paid Service, Oldham Council and Accountable Officer, NHS Oldham CCG

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Reason for Decision

Since the first Greater Manchester Devolution Agreement was signed in November 2013 there have been significant changes and developments across a wide range of services and models of delivery. In particular, Greater Manchester Health and Social Care devolution has driven changes to arrangements for health and care structures and models of delivery. Council will be aware that through this arrangement, in April this year the Local Authority and NHS Oldham CCG, together with other partners, formed an Alliance to integrate health and social care services across Oldham to deliver the best possible services to our residents.

In order to ensure the Organisation delivers against each key plan and continues to respond to its statutory services and its priorities, there is a requirement to ensure the council continues to have appropriate Executive Leadership arrangements in place.

Council is therefore asked to note the Executive Leaderships arrangements that are in place for the Organisation and in particular agree to move from interim arrangements to a permanent appointment to the positions of Managing Director Children's Services and Strategic Director of Reform. The post of Managing Director Children's Services will hold the statutory responsibility for Children's Services.

1.0 Background

- 1.1 Since the first Greater Manchester Devolution Agreement was signed in November 2013 there have been significant changes and developments across a wide range of services and models of delivery. In particular, Greater Manchester Health and Social Care devolution has driven changes to arrangements for health and care structures and models of delivery. Council will be aware that through this arrangement, in April this year the Local Authority and NHS Oldham CCG, together with other partners, formed an Alliance to integrate health and social care services across Oldham to deliver the best possible services to our residents.
- 1.2 The Pay Policy Statement 2018/19 includes the re-designation that took place of the former three Executive Director posts: Economy, Skills and Neighbourhoods; Corporate and Commercial Services and Health and Wellbeing to two Deputy Chief Executives (People and Place and Corporate and Commercial Services) and the establishment of the role of Strategic Director of Reform. Interim arrangements were put in place for the statutory role of Director of Children's Services (DCS). This report seeks approval from Full Council to move from an interim arrangement of Director of Children's Services to appoint to a permanent position of Managing Director, Children's Services. The level of remuneration for the post will be in excess of £100k but no higher than £120,000 per annum which is in line with benchmark data and will be determined by the Selection Committee.
- 1.3 It is also proposed that the role of Strategic Director of Reform move from interim arrangements to a permanent basis. The remuneration for this post is £122k.
- 1.4 Council is asked to approve the update of the Pay Policy Statement to reflect these changes.

2.0 Consultation

- 2.1 As appropriate, the Council's policy and procedures will be followed.

3.0 Financial Implications

- 3.1 The posts of Interim Director of Children's Services and Strategic Director of Reform are contained within the Senior Management Structure of the Council and therefore, the proposal to move to permanent recruitment will see no change to the service budget.

Anne Ryans, Director of Finance

4.0 Legal Implications

- 4.1 The guidance issued under the Localism Act 2011 states that Full Council should consider salary levels in excess of £100k before appointments are made.

Paul Entwistle, Director of Legal

5.0 Human Resources Implications

5.1 As appropriate, the relevant HR policy and procedures will be followed.

6.0 Risk Assessments

6.1 The Council is required to permanently appoint a Director of Children's Services (DCS). Without doing so, there is a risk that the Organisation is not following statutory guidance provided to Local Authorities.

7.0 IT Implications

7.1 Not applicable

8.0 Property Implications

8.1 Not applicable

9.0 Procurement Implications

9.1 Not applicable

10.0 Environmental and Health and Safety Implications

10.1 Not applicable

11.0 Community Cohesion and Crime Implications

11.1 Not applicable

12.0 Equality Impact Assessment Completed (EIA)

12.1 The recommended option has no impact on any particular equality group therefore an EIA is not required.

13.0 Key Decision

13.1 No

14.0 Forward Plan Reference

14.1 Not applicable

15.0 Background Papers

15.1 None

16.0 Appendices

16.1 None