

Report to COUNCIL

Organisational Framework : Update

Portfolio Holder:

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11 September 2019

Reason for Decision

Since the first Greater Manchester Devolution Agreement was signed in November 2013, Oldham has driven changes to the arrangements, structures and models of its delivery. In order to ensure that the Council continues to deliver against each key plan as well as respond to its statutory services and priorities, there is a requirement to have appropriate Executive Leadership arrangements in place. Oldham continues to demonstrate its move from organisation-centric structures to more integrated provision that focuses on achieving improved outcomes for people and places.

A priority for the Council is to ensure Oldham is a place where Children and Young People thrive. This paper seeks updated approval from Full Council in relation to the remuneration for the post of Managing Director Children and Young People (DCS).

1.0 Background

- 1.1 Since the first Greater Manchester Devolution Agreement was signed in November 2013, Oldham has driven changes to the arrangements, structures and models of its delivery. In order to ensure that the Council continues to deliver against each key plan as well as respond to its statutory services and priorities, there is a requirement to have appropriate Executive Leadership arrangements in place. Oldham continues to demonstrate its move from organizational-centric structures to more integrated provision that focuses on achieving improved outcomes for people and places.

A priority for the Council is to ensure Oldham is a place where Children and Young People thrive. This paper seeks updated approval from Full Council in relation to the remuneration for the post of Managing Director Children and Young People (DCS).

- 1.2 In 2018, interim arrangements were put in place for the statutory role of Director of Children's Services (DCS) and Full Council agreed at its meeting on 12 December 2018 to move from an interim arrangement to a permanent position of Managing Director, Children's Services and that the level of remuneration for the post be within a salary banding up to £120k per annum.
- 1.3 Since then, the Organisation has taken steps to move from interim arrangements to a permanent position of Managing Director Children and Young People. The post holds the statutory responsibility of Children's Services (DCS). As part of the recruitment process, a review of national pay rates was undertaken and benchmarking with other local authorities. As a result, it is recommended that the level of remuneration banding for the post be extended to £130k per annum. The actual remuneration level for the post will be determined by the Selection Committee.
- 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 post of Managing Director Children and Young People (DCS) is contained within the Senior Management Structure of the Council and therefore there will be no impact on the Senior Management 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 Services)
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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
