

## **Report of the Chief Executive**

Executive Member(s): Councillor Bill Revans, Leader of the Council and Lead Member for Governance and Communications and Councillor Dean Ruddle, Lead Member for Adult Services

Local Member(s) and Division: All

Lead Officer: Duncan Sharkey, Chief Executive

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### **1. Summary**

- 1.1.** There is an urgent operational and financial need to agree emergency cover arrangements for two vacant Service Director roles in Adult Services, to ensure strong leadership is in place to deliver the planned improvements to services including efficiencies which will contribute to the Medium-Term Financial Plan (MTFP) objectives. A review of these roles is proposed before permanent recruitment is undertaken to ensure the structure is fit for the future to deliver the best outcomes for those that draw on our services, this process is expected to take around 6 months to conclude.
- 1.2.** The Council has qualified and suitably experienced Strategic Managers who can act up to cover the Service Director roles to provide emergency cover for a temporary period to provide stability and continuity of leadership while allowing time to complete the relevant formal employment processes to create and populate the permanent structure.
- 1.3.** Under the Councils Constitution Part I: 5 (Officer Employment Procedures /Arrangements) paragraph 1.4, the Chief Executive has authority after having sought the agreement of the Leader, and after appropriate consultations, to agree:(ii) emergency cover arrangements for the post specified where these positions become vacant between Full Council meetings. Any such agreement will be subject to review and confirmation at the next available Full Council meeting.

- 1.4.** Under the decision-making powers delegated to him as the Head of Paid Service and under section I 5 1.4(ii) of the Council Constitution, the Chief Executive made a decision August 2023 in consultation with the Leader of the Council and Cllr Dean Ruddle, Lead Member for Adult Service, to make emergency temporary appointments to the proposed post of Service Director Adults Strategy, Transformation and Performance and the Service Director Adults Commissioning. This decision is subject to review and confirmation by Full Council, which is outlined in the recommendations in paragraph 2 of this report.
- 1.5.** The recommendations support the vision and priorities of the Somerset Council, as outlined in the 2023-2027 Council Plan, especially those aligned to ensuring we are a 'healthy and caring Somerset' and a resilient authority.

## **2. Recommendations**

- 2.1.** Full Council confirms the emergency temporary appointment of Niki Shaw Strategic Manager Quality, Performance, Policy and Assurance, to provide emergency cover to the proposed post of Service Director Adults Strategy, Transformation and Performance, with effect from 1 August 2023 for a temporary period until 31 March 2024 or on a permanent appointment being made, whichever is sooner.
- 2.2.** Full Council confirms the emergency temporary appointment of Paul Coles Strategic Manager Adults Services, to provide cover for the post of Service Director Adults Commissioning, for a temporary period until 31 March 2024, or on a permanent appointment being made, whichever is sooner.

## **3. Background**

- 3.1.** Following the departure of the Service Director Transformation post holder, at the end of June 2023, there is an urgent operational and financial need to agree emergency temporary cover for the Adult Service transformation leadership role to ensure the Newton Europe contract is held to account to deliver the planned efficiencies and contribute to the Medium-Term Financial Plan (MTFP) objectives.
- 3.2.** There is an ongoing need to cover the vacant Service Director Adults Commissioning role. The current temporary cover arrangement is due to expire on 30 September 2023, which is prior to the creation and consultation on a finalised Adults Commissioning Service structure.

## **4. Implications**

- 4.1. Financial/Risk: The salaries for the proposed emergency temporary appointments will be covered within the existing Adults establishment budget.**

This proposal directly contributes to mitigate the risk that Adult Social Care are unable to achieve MTFP targets/deliver a balanced budget.

- 4.2. Legal/HR/Equalities:** All necessary aspects of the Councils Constitution and employment law will be followed in relation to emergency temporary appointments, formal consultation on any proposed changes to workforce and subsequent permanent appointments. It is therefore considered that an Equalities Impact Assessment (EIA) is not required for this decision paper – this has been discussed with the Employment Equalities Lead. An EIA will be produced as part of the formal business case for any proposed permanent changes in due course.

## **5. Background Papers**

- 5.1.** Chief Executive Decision Report dated August 2023

**Note** For sight of individual background papers please contact the report author.