

## **Report of the Chief Executive**

Executive Members: Councillor Bill Revans, Leader of the Council and Councillor Sarah Wakefield, Lead Member for Adult Services

Local Member(s) and Division: All

Lead Officer: Duncan Sharkey, Chief Executive

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### **1. Summary/ Background**

- 1.1.** There is an urgent operational and financial need to agree continuation of emergency cover arrangements in Adult Services for the vacant post of Service Director - Strategy, Transformation and Performance, to ensure strong leadership is in place 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. This temporary arrangement also recognises the statutorily important work on Adult Services strategy, quality, performance, policy and assurance (CQC inspection readiness). Temporary arrangements are necessary pending a review of this role which is proposed as part of the County wide transformation programme in response to the financial emergency.
- 1.2.** The Council has a qualified and suitably experienced Strategic Manager who can continue to provide emergency cover to the Service Director role for a temporary period to provide stability and continuity of leadership while the Council redesign and consultation is finalised.
- 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 took the decision, in March 2024 in consultation with the Leader of the Council and Lead Member for Adult Services, to continue emergency cover arrangements on a temporary basis to the post of Service Director, Strategy, Transformation and Performance. 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. The Adults transformation programme is made up of 5 key workstreams to help the service deliver efficiencies and improvements:
- Reablement
  - Outcomes from decision making,
  - Learning Disability progression, enablement and moves
  - Preparing for adulthood, and
  - Data visibility and control.

## **2. Recommendations**

- 2.1.** Full Council confirms to extend the arrangement for Niki Shaw, Strategic Manager, Quality, Performance, Policy & Assurance, to provide continued emergency cover to the post of Service Director Strategy, Transformation and Performance, with effect from 1 April 2024 for a temporary period until 30 November 2024 or until a formal restructure decision is made on this post, whichever is sooner.

## **3. Implications**

- 3.1. Financial/Risk:** The salary for the proposed emergency cover arrangement will be covered within the existing Adult Services established budget. This proposal directly contributes to mitigate the risk that Adult Services are unable to achieve MTFP targets/deliver a balanced budget. The cover arrangement also directly helps to mitigate the risk that Adults Services fails to secure a positive assessment by the Care Quality Commission (regulator) as part of the new Local Authority assessment framework.
- 3.2. 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.

An EIA will be produced as part of the formal business case for any proposed permanent changes in due course.

#### **4. Background Papers**

##### **4.1. Chief Executive Decision Report**

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