

**Manchester City Council
Report for Resolution**

Report to: Personnel Committee -11 January 2017

Subject: Recruitment of Strategic Commissioner with DASS responsibilities

Report of: Chief Executive

Summary

The current Strategic Director for Adult Social Care, Hazel Summers, has announced her retirement in May 2017. This report sets out the proposals to find a replacement.

This role will be the Strategic Commissioner within Manchester's Single Commissioning Function. The Strategic Director for Adult Services is the designated statutory officer as the Director of Adult Social Services (DASS) to discharge the duties set out in the Local Authority Social Services Act.

Recommendations

That the Committee:

1. Note the intended retirement of Hazel Summers as Strategic Director of Adult Social Services.
2. Approve the redesignation of the post as Director of Strategic Commissioning, the duties of which post will include the statutory responsibilities of a Director of Adult Social Services.
3. Establish a sub-committee of members to act as an appointment panel for the appointment of a new Director of Strategic Commissioning.
4. Agree the co-option of the Chair of the combined CCG's in Manchester and the Chief Officer for Health and Care Single Commissioning Function as advisors to the appointment panel.
5. Consider the interim arrangements that may be required and delegate authority to the Chief Executive, in consultation with the Executive Member for Adults Health and Wellbeing, to make any interim appointments that may be required.
6. Approve delegated authority for the Sub Committee to agree the revised role profile.
7. Make a recommendation to Council concerning the remuneration of the post at such time as the full duties and functions of the post have been agreed in consultation with the Chief Officer for the Health and Care Single Commissioning Function in order that the role can be aligned with other roles in the senior team of the Single Commissioning Function.
8. Approve the deployment arrangements and actions taken in relation to the post of Deputy Director, Adult Social Care.

Wards Affected: All

Manchester Strategy outcomes	Summary of the contribution to the strategy
A thriving and sustainable City: supporting a diverse and distinctive economy that creates jobs and opportunities	The replacement of the current Strategic Director for Adult Services will be the lead officer for health and social care commissioning for within the Single Commissioning Function and will retain the Council's statutory duties with respect to the designated DASS role. The integration of health and social care services across commissioning and provider functions seeks to fundamentally address the impact that we have in improving outcomes for our community in line with the Our Manchester strategy.
A highly skilled City: world class and home grown talent sustaining the City's economic success	
A progressive and equitable City: making a positive contribution by unlocking the potential of our communities	
A liveable and low carbon City: a destination of choice to live, visit, work	
A connected City: world class infrastructure and connectivity to drive growth	

Full details are in the body of the report, along with any implications for

Financial Consequences – Revenue

This is a replacement of an existing, established role within the Strategic Management Team of the Council. Recruitment costs will be met from existing revenue provision.

Financial Consequences – Capital

The costs of deploying the Deputy DASS to the Local Care Organisation and backfilling that post on a temporary basis will be met from the GM Health and Social Care Transformation Fund.

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Background documents (available for public inspection):

None

1. Introduction

- 1.1 The Council's current Strategic Director for Adult Social Care retires in May 2017. The Committee is being asked to consider the options to secure an appointment to take on the duties. In doing so, the Committee is asked to note the changing environment and nature of the role described within this report.
- 1.2 The Committee is also asked to consider interim arrangements for the DASS post if required and for the Deputy DASS post as set out below.
- 1.3 The role will be a Chief Officer within the Council's constitution and is also designated as the Council's statutory Director of Adult Social Services (DASS).

2. Health and Social Care System

- 2.1 The Committee is familiar with the Locality Plan being considered by the Executive on the 11th January, which provides the context and background for the future role and responsibilities of the DASS. This includes the devolution agenda within Greater Manchester, and the city-wide integration of health and social care services which requires an ambitious public service reform programme.
- 2.2 Manchester's Locality Plan is a whole system approach to improving health and social care through radical transformational change, which will improve outcomes and provides the best chance of securing financial stability. The three pillars of the plan are:
 - The creation of a Single Hospital Service which will, generate significant improvements in care for patients from Manchester and beyond, and economies of scale;
 - A new Manchester Local Care Organisation which will integrate out of hospital health and social care services around people at a neighbourhood level
 - A new Single Commissioning Function to drive improved outcomes and value for money with providers;
- 2.3 This programme would not have been possible without devolution of health and social care to Greater Manchester and the Locality plan is integral to the Greater Manchester Health and Social Care Strategy "Taking Charge".
- 2.4 This role will be an employee of the Council within the Single Commissioning Function and be the lead commissioner for services within the integrated health and social care system.

3. Context

- 3.1 The right leadership arrangements must be put in place quickly to drive the development of the Local Care Organisation and the Single Commissioning

Function. The unparalleled scale and complexity of the changes required to deliver the Locality Plan should not be underestimated.

- 3.2 New leadership arrangements are needed to develop and deliver very different models of care and new ways of commissioning those services that improve the experiences of residents and their health outcomes. This is not just about shifting existing service models and teams to a different organisation. As important is how new behaviours and culture change are embedded as part of Our Manchester.

4. Single Commissioning Function

- 4.1 The Director of Strategic Commissioning (with DASS responsibilities) will sit on the Single Commissioning Function Executive Leadership Team reporting to the Chief Officer of the Single Commissioning Function. The post will also have a reporting line to the Council's Chief Executive and the Executive Member for Adults, Health and Wellbeing in relation to their statutory Local Authority duties. This includes safeguarding, quality, market shaping and GM provision. Therefore, the Council will retain a safeguarding and quality unit within its own structure to ensure that the Council's statutory duties are met.

- 4.2 It is also proposed that the current Deputy DASS, Nicky Parker, is deployed into the Local Care Organisation and that this post be backfilled on an interim basis and funded through the GM Transformation Bid

- 4.3 The proposed structure is that MCC will retain the following roles, reporting to the DASS:

- Interim Deputy DASS
- Head of Safeguarding and Quality
- Safeguarding Lead
- Quality lead

5. Process and Role

- 5.1 Potential applicants will be made aware of how this post will be different from traditional DASS roles and will be advised of the support that will be available from the Interim Deputy DASS within the Council.

- 5.2 The role and individual will be designated as the Council's statutory Director of Adult Social Services (under the Local Authority Social Services Act 1970) and will be the Council's accountable officer for safeguarding within adult services. As such, the person appointed must be an employee of the Council.

- 5.3 A draft role profile for the current DASS responsibilities has been evaluated at Senior Salary Grade 5, within the salary band of £117,314 to £137,045 from April 2017. As the proposed remuneration is above £100,000 per annum, it is subject to approval by Council. A final role profile will be produced at such time as the full duties and functions of the post have been agreed in consultation with the Chief Officer for the Health and Care Single Commissioning Function in order that the role can be aligned with other roles

in the senior team of the Single Commissioning Function. The new role will be subject to job evaluation..

5.4 The draft role profile considers the changed requirements from the previous role to incorporate a wider requirement for system-wide leadership and partnership working across health and social care and a greater emphasis on the ability to direct strategic commissioning across an integrated health and social care system.

5.5 The role is a permanent appointment.

6. Approach to Market

6.1 Subject to the agreement of the Committee, the Executive Member for Adults Health and Wellbeing, and the Executive Member for Finance and Human Resources/officers will select a recruitment partner to manage the search and selection process.

6.2 The recruitment campaign and publicity will be handled in-house.

6.3 An indicative timetable for recruitment is:

Week Commencing	Activity
11 January	Personnel Committee approvals
23 January	Appointment of search consultants
23 January	Advert and search starts
13 February	Search closes Applications to Longlist meeting
20 February	Longlist Preliminary interviews
20 February	Longlist to Shortlist meeting
27 February	Technical and Psychometric interviews
6 March	Stakeholder Panels and Final Interview
22 March	Council approval

Attraction activity is expected to cover both local authorities and the health sector to attract the widest field of candidates.

7. Interim Arrangements

Should the sub-group fail to appoint to the post, or the current post holder retires prior to the new appointee starting the Council will have to designate an individual as the statutory Director of Adult Social Services (DASS).

It is proposed that any interim arrangements, subject to the necessary approvals by Council, is delegated to the Head of Paid Service in consultation with the Executive Member for Adult Health and Wellbeing following advice from the City Solicitor and Director of Human Resources & Organisational Development.

8. Comments of the Deputy Chief Executive (People, Policy & Reform)

I have been involved in the development of the proposals in this report and they have my support.

9. Comments of the Chief Executive, Single Commissioning Organisation.

The Director of Strategic Commissioning will be a key post within the new Single Commissioning Function for the City. I am involved in the development of the role profile and support the recruitment process set out in this report.

10. Trade Union Comments

Circulated to all Trade Unions on 3 Jan 2017, comments to follow.

11. Conclusion

The Committee is recommended to approve the recommendations outlined in this report.