

Manchester City Council Report for Resolution

Report to: Personnel Committee - 25 April 2017

Subject: Strategic Director, Commissioning (inc DASS) - Remuneration of role and Market Supplement

Report of: Director of HR&OD

Summary

The purpose of this report is to set out a recommendation for the remuneration of the role of Strategic Director, Commissioning (inc DASS) responsibilities (subject to full Council approval) as per the outcome of the Personnel Committee on 11 January 2017. Also to request a market rate supplement (again subject to full Council approval) to secure the offer of appointment to the candidate identified as the most highly skilled and experienced to carry out this role effectively.

Recommendations

Personnel Committee are recommended:

1. To note the remuneration of the role of Strategic Director, Commissioning (inc DASS) evaluated within the salary band SS5 of the Senior salary scale which is £117,314 to £137,045, and recommend that the Council approve this salary.
2. To support the request for a performance-based Market supplement of £7,000 to be added to the salary to ensure that the appointment of the identified candidate is secured, and recommend that the Council approve this supplement.

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 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 and work	
A connected city: world class infrastructure and connectivity to drive growth	

Financial consequences for the Revenue and Capital Budgets

The full cost of the Market supplement will be funded via the Manchester Health and Care Commission.

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Background documents (available for public inspection)

Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

- Report to Personnel Committee - Recruitment of Strategic Commissioner with DASS responsibilities – 11 January 2017
- Report to Personnel Committee – Pay Policy Statement – 8 March 2017
- Report to Personnel Committee – Market Rates – December 2016

1. Introduction

- 1.1 On 11 January 2017 the Chief Executive submitted a report to Personnel Committee which outlined a number of recommendations relating to the retirement of the current Strategic Director of Adult Social Services (DASS).
- 1.2 One of the recommendations was to approve the redesignation of the post to that of Strategic Director, Commissioning (inc DASS). Also that at such a time as the full duties and functions of the post were agreed, in consultation with the Chief Officer for Manchester Health and Care Commissioning (formerly known as the single commissioning function), that a recommendation to full Council would be made concerning the remuneration of the role following the outcome of job evaluation.
- 1.3 Another of the recommendations was to progress the appointment of the new Director via a sub-committee of members. At the time, the evaluation for the salary of the DASS role was used as an indicative salary for this recruitment. This was Senior Salary Grade 5, within the salary band of £117,314 to £137,045.

2. Context

- 2.1 The Strategic Director, Commissioning (inc DASS) is a key leadership role for the integration of health and social care. The post is hosted by the City Council and is accountable to the Chief Executive of the City Council for the effective discharge of the statutory DASS responsibilities.
- 2.2 Structurally, the post is part of the Manchester Health and Care Commissioning (MHCC) Executive management team and is accountable to the Accountable Officer for the MHCC. MHCC is the new integrated commissioning function for health and social care in Manchester which came into effect on 1st April 2017. The MHCC is responsible for providing systems leadership to transform health and social care in the City.
- 2.3 The Strategic Director, Commissioning is responsible for a large and complex portfolio and will oversee the development and implementation of the City's health and social care commissioning strategy through the Single Hospital Service and the Local Care Organisation contracts. The role also oversees investment in the development of primary care.
- 2.4 It is essential to the success of health and social care integration in the city that a successful and strong appointment is made to this role. The postholder needs to be able to operate across the whole health and social care system and have credibility with leaders across the City exercising influence at the most senior levels.

3. Job Evaluation Outcome

- 3.1 The full duties and responsibilities of the new role have now been fully scoped, and a role profile has been produced which sets out clearly the strategic

context of the role and aligns it with other roles in the senior team of the Manchester Health and Care Commission.

- 3.2 The role has now been fully evaluated, and commensurate with other roles within the Senior Job Evaluation framework has been graded on SS5 of the senior salary scale which is £117,314 to £137,045.
- 3.3 As the salary proposed for this role is in excess of £100k it is subject to approval by Council. We would therefore request Personnel Committee to support this proposal.

3. Request for a Market Rate Supplement

- 4.1 Following a nationwide executive search and a member panel recruitment exercise we have identified a highly credible candidate who is a seasoned DASS, who holds a national leadership role in the Association of Directors of Adult Social Services. She is a very visible leader with a strong track record of partnership working and improving outcomes with health partners
- 4.2 This individual was the only appointable candidate who earned full support from both council and health stakeholders from a shortlist of three.
- 4.3 As she currently earns a salary of £138,500 (above the maximum of our senior salary grade bandings) we would like to request that a market rate supplement of £7k be applied to the role to secure the appointment, the cost of which will be met by MHCC
- 4.4 The proposed supplement will have clear performance measures for 2017/18 described as follows:
- Fully integrate her directorate into the Manchester Health and Care Commission and deliver planned savings
 - Ensure the contract is in place for the new Local Care Organisation from April 2018, and ensure investments in 2017/18 are in place from the Transformation Fund and are delivering the agreed benefits
 - Ensure Phase 1 merger of the Single Hospital System is delivered and an agreed roadmap for North Manchester General Hospital is delivered, and Transformation Fund benefits are underway.
 - Ensure that an agreed programme of investment is in place for Primary Care and that benefits are being delivered.
- 4.5 This supplement would be subject to review over a 12 month period, and Personnel Committee are asked to support this proposal to Council.

5. Summary

- 5.1 The proposals in this report would support the grading of the Strategic Director, Commissioning (inc DASS) in line with our Senior Job Evaluation framework at the relevant level for the role. The approval of a market rate supplement for this role would enable us to secure the appointment of a high calibre candidate who possesses the degree of skills, experience and leadership that we require to support reform and achieve success as part of our ambitious integration agenda.

6 Director of Human Resources and Organisational Development

- 6.1 I support this proposal on the basis that we have identified the right candidate for the role and have robust performance measures to underpin the market rate payment.

7 Trade Unions Comments

- 7.1 The Trade Union have noted the content of the report, but declined to put forward comments.

8 Conclusion

- 8.1 Personnel Committee are asked to support the recommendation to Council of the job evaluation of the role and the introduction of a market supplement of £7k to secure the appointment of the successful candidate.