

Workforce Panel held on 26th January 2021 via MS Teams Live

Meeting commenced 1:40pm

Meeting ended: 1:58pm

PRESENT

Councillors Bill Hinds (in the chair) and Bentham, Kelly, Lancaster and G Reynolds.

OFFICERS

Sam Betts – Assistant Director Human Resources & Organisational Development

Charlotte Ramsden – Strategic Director People

Jim Taylor – Chief Executive

Carol Eddleston – Senior Democratic Services Advisor

1. Apologies for Absence

Apologies for absence were submitted on behalf of City Mayor Paul Dennett and Councillor Boshell.

2. Declarations of Interest

There were no declarations of interest.

3. Minutes of Proceedings

The minutes of the meeting held on the 22nd September 2020 were approved as a correct record.

4. Integrated Commissioning Leadership Arrangements

Councillor Hinds introduced the item which included proposals to strengthen the integrated commissioning function. He was assured that the proposals, if approved, were achievable within the current staffing financial envelope and would not put additional pressure on the budget.

Councillor Reynolds, Lead Member for Adult Services, Health and Wellbeing, outlined the background to the proposals. In 2019, a flexible working request from the Assistant Director, Integrated Commissioning created a 0.5 FTE leadership vacancy. Following a thorough recruitment and selection process, an appointment was made to this vacancy in December 2019. The successful applicant was an internal candidate who already held a Head of Service position within the team. On appointment this resulted in the applicant continuing 0.5FTE as a Head of Service and 0.5FTE as Assistant Director for Integrated Commissioning focusing on adult social care.

The Strategic Director People said that the successful applicant had been working full time at Assistant Director level throughout the pandemic. He had played a crucial role in future proofing the housing needs of Salford residents in terms of supported housing, place planning and development of new services such as the Intermediate Care Unit and new Extra Care and supported living accommodation. He was also taking on additional responsibility, shared with Salford Care Organisation, for overseeing the work of a new Head of Market Management role to inform the city council's statutory duties under the Care Act regarding the shaping of the care market. She reconfirmed that the proposed changes to the structure of the integrated commissioning team were affordable within the existing budget.

Councillor Kelly, Statutory Deputy City Mayor and Lead Member for Housing welcomed the report and commended the instrumental work that the current postholder had already done in terms of future proofing housing for the city's elderly residents. Cllr Reynolds echoed these sentiments and

said that the interview process through which he was initially appointed as a 0.5FTE Assistant Director had been robust and he had 'shone' at interview.

RESOLVED, THAT: Workforce Panel approve that:

- a. The current arrangement of 1 FTE Assistant Director (AD) role for Integrated Commissioning be increased to 1.5 FTE. The proposal is to amend the split role of 0.5 AD and 0.5 Head of Service (leading on Adult Social Care Commissioning) into a full time AD for Integrated Commissioning whilst retaining the 0.5 FTE AD (already in place for specialist mental health):
- b. The establishment of the amended post of full time AD be approved at a salary of £72,833 - £80,117;
- c. The current postholder of the split AD and Head of Service role be assimilated into the amended role without the requirement of convening an appointment panel.