



Northumberland County Council

County Council

Wednesday, 20 March 2024

Proposed reconfiguration of role of Director of Integrated Commissioning and Performance – Adults, Ageing and Wellbeing

Report of Councillor(s) Councillor Glen Sanderson, Leader of Council

Responsible Officer(s): Dr Helen Paterson, Chief Executive

1. Link to Key Priorities of the Corporate Plan

This report is relevant to all areas of the Corporate Plan as it relates to ensuring that the Council is compliant with the constitution and is fulfilling its legal duties and requirements to ensure that there is an effective and fit for purpose staffing establishment.

2. Purpose of report

The purpose of this report is to consider the recommendation of the Staff and Appointments Committee held on 22 February 2024 that confirmed staffing budget be utilised to increase the establishment from 0.5 FTE by a further 0.5 FTE to create a 1.0 FTE role.

3. Recommendations

- 3.1 To approve the recommendation from the Staff and Appointments Committee which was held on 22 February 2024 to increase the establishment from 0.5 FTE by a further 0.5 FTE to fund a 1.0 FTE role.
- 3.2 To note that the Staff and Appointments Committee has agreed that the Band 16 (£100,157 - £109,081) job description and associated job evaluation established via the senior management review of summer 2023 continue to apply.
- 3.3 To note the approved selection process.
- 3.4 To note that any offer of appointment will be subject to full Council approval and the Council's standard pre-employment checks.

4. **Forward plan date and reason for urgency if applicable**

N/A

5. **Background**

- 5.1 The Council had a relationship with the Integrated Care Board (ICB) whereby the previous incarnation of this post was jointly funded and undertook roles across both organisations. The individual in role was required to take on a wider suite of roles back in the ICB in late 2022 and into 2023 which led to consideration of the ongoing viability of the shared position.
- 5.2 In addition, concerns were raised regarding capacity on the Council side of the arrangement to manage our largest revenue funded service with only one full time Service Director that was a shared resource with the ICB.
- 5.3 It should be highlighted that this decision was in no way a reflection on the individual who performed strongly in the joint role. However, as the demands from the ICB and Council increased, it became clear this arrangement ceased to be viable for either organisation.
- 5.4 In order to compensate for the loss of 0.5FTE funded by the ICB it is proposed that an additional 0.5FTE is established to maintain the 1FTE necessary to deliver the role to best effect.
- 5.5 The funding for the additional 0.5FTE has been sourced from vacant posts within Adult Social Care and agreed and confirmed by Corporate Finance.

6. **Options open to the Council and reasons for the recommendations**

- 6.1 Option 1 - To approve the increase to establishment
- 6.2 Option 2 - To reject the increase to establishment
- 6.3 Option 1 is the recommended option based on the importance of ensuring sufficient capacity is allocated to this critical role.

7. **Implications**

Policy	Oversight of HR Policies and Procedure
Finance and value for money	Permanent appointment is deemed to be appropriate in relation to finance and value for money. The cost of the increase to the establishment can be met from existing staffing budgets.
Legal	The role of Director of Integrated Commissioning and Performance will report into the Executive Director of Adults Ageing and Wellbeing, making the role a Deputy Chief Officer. Appointment to the role has been approved by the Staff and Appointments Committee. Because the salary is over £100,000, under section 40

	of the Localism Act 2011, the appointment must also be approved by a vote of full Council.
Procurement	N/A
Human resources	The appointment will be made in line with appropriate employment recruitment processes.
Property	None identified
The Equalities Act: is a full impact assessment required and attached?	No - no equalities issues identified The recruitment process for this post will be in line with best practice in relation to promoting equality and diversity within the Council's recruitment processes.
Risk assessment	None identified
Crime and disorder	None identified
Customer considerations	No impacts identified
Carbon reduction	None identified
Health and wellbeing	None identified
Wards	(All Wards);

8. Background papers

Not applicable

9. Links to other key reports already published

[StAC report of 22 February 2024](#) (pages 19-34)

10. Author and Contact Details

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