

OFFICER DECISION RECORD

Decision Reference No: AHWB.052.2021 Establishing Permanent Locality Lead Posts

Box 1

DIRECTORATE: Adults, Health and Well Being **DATE:** 5th November 2021

Contact Name: Karen Johnson **Tel. No.:** 01302 862507

Subject Matter: Locality Leads – Establishing Permanent Posts x 4

Box 2

DECISION TAKEN:

To establish 4 permanent Locality Lead posts to embed the locality way of working and provide strong leadership within the 4 localities.

Box 3

REASON FOR THE DECISION:

Localities has now become a key shift in the way in which the Council will work with our local communities, ward members and services. Although the programme is still developing, it is now moving into a new phase with strong leadership and governance arrangements, clear priorities emerging through locality plans and a move towards locality commissioning and investment.

As part of the newly established Locality Leadership team there is a recognition that additional capacity is needed on a permanent basis to support this way of working. The temporary locality lead posts have been invaluable in co-ordinating and driving the programme at a local level as well as ensuring consistency across the Borough. The newly established permanent roles will build on the temporary roles, broadening out to include support for more proactive member engagement and governance and strengthening leadership and oversight of Place. They will be pivotal to building and managing relationships across a wide range of partners and stakeholders including Elected Members, local communities, strategic partnerships and operational services. These roles will also drive the delivery of Locality Plans, ensuring that these reflect the voice of local people and delivery of the Borough Strategy at a local level. Across the localities, these roles will collaborate with others to ensure the effective integrated delivery of the overall locality programme and implementation of all 4 quadrants of the locality model including the development of local solutions across People, Place and Planet. They will provide strategic leadership whilst also having oversight of operational risk and issues.

Given that this will be the way the Council works now and into the future, it is clear that these roles will now be required on a permanent basis. This has been agreed by Directors. A review has been carried out on the temporary roles and the job review

summary has been amended to reflect the next stages of the work and enhanced responsibilities.

Box 4

ALTERNATIVE OPTIONS CONSIDERED & REJECTED:

Do Nothing – locality working is a significant Council and partnership policy drive and will help to meet many of the Mayoral and partnership recovery and renewal priorities as well as deliver the Borough Strategy at a hyper local level. If these posts were not made permanent then once the temporary roles end many of the ambitions of the programme could not be realised.

Use other mainstream posts – this has been considered. These roles are unique in their nature and breadth of responsibilities. Other posts operating in a locality are generally focussed on specific areas of service and would struggle to pick up these additional and broader strategic responsibilities. There is not the capacity within services to pick up this additional work.

Box 5

LEGAL IMPLICATIONS:

S112 of the Local Government Act 1972 allows a local authority to appoint such officers as are necessary for the proper discharge of its functions, on such reasonable terms and conditions as it thinks fit. Salary grade should be determined by job evaluation. When recruiting to this post consideration should be given to establishing it as temporary contracts for a fixed term and appropriate advice sought from HR and Legal.

Name: Scott Fawcus Signature: S. R. Fawcus Date: 09.11.21

Signature of Assistant Director of Legal and Democratic Services (or representative)

Box 6

FINANCIAL IMPLICATIONS:

This ODR is additional to ODR AHWB.038.2021 which considered an extension to temporary roles to the 31st March 2022. This ODR is To establish 4 permanent Locality Lead posts to embed the locality way of working and provide strong leadership within the 4 localities

The costs of the proposal are based on 2021/22 pay grades including on costs & incremental SCP increases with an assumed 1.75% pay award.

Post Title	Grade/Basis	Estimated costs 1st April 2022 – 31st March 2023
4 Locality leads	Grade 12 (Permanent)	Range from £259k to £276k depending on spinal point
TOTAL		£259k to £276k

The posts will be funded initially for the 1st 12 months (22/23 financial year) from Adult Social Care transformation funding held in a specific earmarked reserve, which requires this ODR is approved by the Director, CFO and portfolio holder. Funding from year 2 is expected to be funded from current core budgets through a service review of the establishment (including but not limited to AHWB) as a sustainable locality structure is sought, which will free up staffing budget for these posts.

Name: Nick Cameron Signature:  **Date:** 11/11/2021

Signature of Chief Financial Officer and Assistant Director of Finance (or representative)

**Box 7
OTHER RELEVANT IMPLICATIONS**

These are newly established posts which have been evaluated through the Council's GLPC system (JE ID number: 7906) as grade 12.

The posts should be recruited to in line with DMBC's Safer Recruitment policy, initially open to Redeployees before being advertised externally and will need to be created on the HR payroll system prior to any appointment.

Name: Amy Todd **Signature: By Email** **Date:** 15/11/2021

Signature of Assistant Director (or representative)

ANY IMPLICATIONS SENT TO DEPARTMENTS SHOULD GENERALLY BE SUBMITTED AT LEAST 5 WORKING DAYS IN ADVANCE TO ENSURE THESE CAN BE GIVEN THE RELEVANT CONSIDERATION.

BOX 8

EQUALITY IMPLICATIONS: (To be completed by the author).

This programme is designed to impact positively on those with protected characteristics, in particular young people, older people, those with disabilities and health conditions, Black, Asian and minority ethnic (BAME). It will as target interventions and activities in areas of high deprivation where those with protected characteristics are more represented.

The localities programme is being developed to address the differences across the Doncaster Borough. As such, inequalities will be identified and addressed as part of this programme, targeting resources at those places and vulnerable people most in need.

BOX 9

RISK IMPLICATIONS: (To be completed by the author)

There are a number of risks associated with the localities programme which are documented elsewhere. Key risks in relation to recruiting to these posts on a permanent basis include:

- Recruiting to 4 posts is a significant challenge and there may not be a suitable pool of people with the necessary skills and experience given the broad expectations of these posts
- Timescales for recruitment is tight – especially running up to Christmas

BOX 10 CONSULTATION

There has been frequent consultation and engagement with Doncaster Council Directors, the Mayor and Cabinet and Team Doncaster Partnership. This has resulted in support for the Locality Programme to the extent that this is now an enabler within the Team Doncaster Recovery and Renewal Plan.

HR have been consulted about the recruitment process.

BOX 11 INFORMATION NOT FOR PUBLICATION

In accordance with the Freedom of Information Act 2000, it is in the Public's interests for this decision to be published in full, redacting only the signatures.

Name: Gillian Parker Signature by email Date: 23/11/2021

Signature of FOI Lead Officer for service area where ODR originates

BOX 12
BACKGROUND PAPERS

Please confirm if any Background Papers are included with this ODR No
(If YES please list and submit these with this form)

**BOX 13
AUTHORISATION**

Name: Phil Holmes_ Signature:  ate: 23/11/2021

Director of Adults Health and Wellbeing

Does this decision require authorisation by the Chief Financial Officer or other Officer

YES/NO

If yes please authorise below:

Name: Faye Tyas_ Signature:  Date: 29/11/2021

Assistant Director of Finance and Section 151 Officer

Consultation with Relevant Member(s)

Name: ClIr Andrea Robinson Signature: 

Date: 30/11/2021

Designation Cabinet Member for Adult Social Care

Declaration of Interest YES/NO

If YES please give details below:

Name: ClIr Rachael Blake Signature:  Date: 30/11/2021

Designation Cabinet Member for Children's Social Care, Communities and Equalities

(e.g. Mayor, Cabinet Member or Committee Chair/Vice-Chair)

Declaration of Interest YES/NO

If YES please give details below:

PLEASE NOTE THIS FORM WILL BE PUBLISHED ON THE COUNCIL'S WEBSITE IN FULL UNLESS IT CONTAINS EXEMPT OR CONFIDENTIAL INFORMATION.

Once completed a PDF copy of this form and any relevant background papers should be forwarded to Governance Services at Democratic.Services@doncaster.gov.uk who will arrange publication.

It is the responsibility of the decision taker to clearly identify any information that is confidential or exempt and should be redacted before publication.