

**Report for: Chief Officers’
Employment Panel**

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| Date of Meeting: | 8 th December 2022 |
| Subject: | Appointment of Director of Adult Social Services (DASS) |
| Responsible Officer: | Patrick Flaherty - Chief Executive |
| Exempt: | Public |
| Wards affected: | N/A |
| Enclosures: | Appendix 1 – Role Profile for the Director of Adult Social Services |

Section 1 – Summary and Recommendations

This report sets out the process for the interim arrangements of the statutory post of Director of Adult Social Services (DASS), the proposed arrangements for the period between the end date of the current interim Director of Adult Social Services until the start date of the appointment of permanent Director of Adult Social Services. The Director of Adult Social Services position is currently filled on an interim ‘acting up’ basis and this arrangement is ending on 31st December 2022.

Recommendations:

That the role of Corporate Director of People be amended to include the statutory duties of the Director of Adult Social Services for the period following the departure of the current postholder on 31st December 2022 until a new permanent Director of Adult Social Services is appointed in the new financial year.

Reason:

To ensure the Council delivers its statutory duties. To enable the appointment of a new Director of Adult Social Services in line with Council procedures and to ensure that this statutory post is covered in the period between the departure of the current postholder and the start date of the appointed candidate.

Section 2 – Report

1. Background

- 1.1 The post of Director of Adult Social Services is a statutory post and was recruited to on an interim basis following the resignation of the previous post holder. It was agreed that this interim cover should be in place until 31st December 2022.
- 1.2 It was agreed that the permanent recruitment of Director of Adult Social Services would begin following the appointment of a permanent recruitment of Corporate Director of People.
- 1.3 Arrangements were agreed, and an internal candidate was offered the position from 31st May 2022 to 31st December 2022 on an interim basis.

Context:

- 1.4 Appointment of this role is critical especially for the preparation of the Care Quality Commission (CQC) assurance (inspections) due to start from April 2023.
- 1.5 Each Council is responsible for providing adult social services, and to create a statutory post for the Director of Adult Social Services with strategic responsibility and accountability for the planning, commissioning, and delivery of social services for all adult client groups and with a leading role in delivering the wider vision for social care and combating social exclusion.
- 1.6 The Director of Adult Social Services ensures that all the social care needs of local communities are given equal emphasis and managed in a co-ordinated way through the Joint Strategic Needs Assessment (JSNA) and joint planning.
- 1.7 The Director of Adult Social Services is a key senior role to deliver the council's vision and priorities.
- 1.8 The responsibilities of the Director of Adult Social Services include:
 - Accountability for assessing local needs and ensuring availability and delivery of a full range of adult social services
 - Professional leadership, including workforce planning
 - Leading the implementation of standards
 - Managing cultural change
 - Promoting local access and ownership and driving partnership working
 - Delivering an integrated whole systems approach to supporting communities
 - Delivering council vision and priorities
 - Reducing inequalities that exists within Harrow
 - Promoting social inclusion and wellbeing

- Ensure that the council maintains clear operational focus on safeguarding vulnerable adults and that relevant statutory requirements and other national standards are met, those at risk are protected from harm
 - Director of Adult Social Services will ensure strength-based practice is embedded to promote independence and minimise the need for council provided services
- 1.9 Without prejudice to the generality of the aforesaid, such functions include but are not limited to powers of the Social Services authority under the following legislation:
- National Assistance Act 1948
 - Disabled Persons (Employment) Act 1958
 - Mental Health Act 1959
 - Health Services & Public Health Act 1968
 - Chronically Sick and Disabled Persons Act 1970
 - Mental Health Act 1983
 - Health & Social Services & Social Security Adjudications Act 1983
 - Disabled Persons (Services, Consultation & Representation) Act 1986
 - National Health Service & Community Care Act 1990
 - Carers (Recognition & Services) Act 1995
 - Community Care (Direct Payments) Act 1996
 - Local Government Act 2000 • Health and Social Care Act 2001
 - Nationality, Immigration and Asylum Act 2002
 - Community Care (Delayed Discharges etc) Act 2003
 - Health & Social Care (Community Health & Standards) Act 2003
 - Carers (Equal Opportunities) Act 2004
 - Mental Capacity Act 2005 • Health and Social Care Act 2012
 - Mental Health (Amendment) Act 1982
 - Equality Act 2010
 - Care Act 2014

2. Legal Implications

- 2.1 The Director of Adult Social Services function is a statutory function, and a local authority is required to appoint a statutory chief officer with responsibility for delivering that function.
- 2.2 In accordance with Harrow Council Constitution, the Chief Officers' Employment Panel appoints the DASS and approves remuneration packages of £100,000 or over for any Council post.
- 2.3 The Panel is required to report back to Council for information purposes on all such approved remuneration packages.
- 2.4 As the Director of Adult Social Services is a statutory post an offer of employment can only be made once members of Cabinet have been given 5 days to express any well-founded objections.

3. Options considered

- 3.1 The Corporate Director of People has considered a permanent recruitment, but a due to forthcoming service redesign of the Adult

Social Care directorate, which may affect the senior management roles, the process has been put on hold.

4. Financial Implications

- 4.1 The salary for the Director of Adult Social Services is fully accounted for in the directorate annual budget.
- 4.2 This arrangement will achieve a saving of an equivalent of 6 months' salary of this post.
- 4.3 There are no other financial implications to the council

5. Staffing/workforce

- 5.1 The Director of Adult Social Services provides a key professional leadership role for staff working in adult social care services. She/He also has a key role in ensuring accountability of services to local communities through consultation with local residents and, in particular, users of the services.

6. Performance Issues

- 6.1 This role (during the interim arrangements) will report directly to the Chief Executive, who will ensure effective performance management of the role.
- 6.2 The permanent DASS role reports to Corporate Director of People and this arrangement will continue when the permanent DASS is in post.

7. Risk Management Implications

None identified.

8. Council Priorities

The proposal considers and has been prepared in line with the Council's vision of Restoring Pride in Harrow and in accordance with priorities set out below:

- A Council that puts residents first
- A borough that is clean and safe
- A place where those in need are supported

9. Equalities implications / Public Sector Equality Duty

- 9.1 This role has a responsibility to deliver the Council's vision and values by addressing inequalities in access to care provision within Harrow.
- 9.2 The responsibility of this role is to promote equality, diversity and inclusion and the reduction of inequalities ensuring that everyone can contribute through everyday actions to deliver the required health and wellbeing outcomes.

Section 3 - Statutory Officer Clearance

Statutory Officer: Dawn Calvert – Chief Financial Officer

Date: 7 December 2022

Statutory Officer: Hugh Peart – Monitoring Officer

Date: 7 December 2022

Chief Officer: Pat Flaherty – Chief Executive

Date: 7 December 2022

Section 4 - Contact Details and Background Papers

Contact: senel.arkut@harrow.gov.uk

Background Papers:

None

If appropriate, does the report include the following considerations?

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| 1. Consultation | YES |
| 2. Priorities | YES |