

EAST RENFREWSHIRE COUNCIL15 March 2021Report by Deputy Chief ExecutiveCHIEF OFFICER ORGANISATIONAL CHANGES**PURPOSE OF REPORT**

1. The purpose of this report is to update on changes within the Chief Officer posts and to put arrangements in place to ensure continuity and stability within the Education department and HSCP. This report seeks Council approval for an Appointments Committee for the Head of Education post and for the change of the Head of Service remits within the HSCP.

RECOMMENDATION

2. It is recommended that the Council:
- (a) notes the retirement of the Head of Education Services with effect from 25 June 2021 and the Head of Adult Health and Social Care Localities with effect from 30 June 2021;
 - (b) approves the recruitment procedure for the Head of Education Services post as detailed;
 - (c) delegate to the Deputy Chief Executive, in consultation with the Director of Education to make the necessary arrangements for the recruitment;
 - (d) provide nominations to the Appointments Committee for the Head of Education post;
 - (e) authorise the Director of Education to put in place appropriate interim management arrangements for the Department if required;
 - (f) approves the changes of remit to the Head of Service positions in the HSCP;
 - (g) approves, in principle, the General Manager, Hosted Learning Disability Services being matched into the Head of Adult Learning Disability and Recovery Services as part of the NHSGGC process.

BACKGROUND

3. Fiona Morrison has worked in the Education Department since the inception of East Renfrewshire Council and has been a Head of Education Services and a member of the Education Leadership Team since 2002. The Head of Education Services has now intimated that she will retire from her role with effect from 25 June 2021. Ms Morrison has been instrumental in developing the Education Department's EMIS Unit and the use of data to support continuous improvement with a particular focus on ensuring every child can

access the best possible education. Her vision and leadership have been key factors in the delivery of a range of new schools and ELC establishments most recently Barrhead High School, Maidenhill Primary School and six new nurseries and family centres. We wish her well in her retirement.

4. It is proposed that a recruitment exercise is undertaken for the Head of Education Services Performance and Provision role as soon as possible.

5. Candy Millard, Head of Adult Health and Social Care Localities, is a NHS employee and has worked within East Renfrewshire Health and Social Care Partnership since 2006 and has been a member of the Directorate Management Team since 2012. The Head of Adult Health and Social Care Localities has now intimated that she will retire with effect from 30 June 2021. During her time in East Renfrewshire, Ms Millard initially led the Planning and Commissioning function and played a key role in the establishment of the partnerships Joint Board. Ms Millard then focussed on Adult Health and Social Care implementing a locality based model for Adult Health and Social Care including introducing “Talking Points” to allow vulnerable adults within the community to access services more easily. In the last 12 months Ms Millard has been pivotal in the HSCP’s response to Covid and the implementation the HSCP’s Flu and Covid vaccination programme. We wish her well in her retirement.

EDUCATION RECRUITMENT PROCEDURE

6. In view of the timing of the Head of Education Service’s departure it is proposed that the Appointments Committee be established to recruit a new Head of Education Services Performance and Provision.

7. The following is the proposed timetable for the appointment to the post:

Post advertised:	26 March
Closing date:	18 April
Shortlisting by Interview Committee:	26 April
Shortlist by Assessment Centre:	4 May
Interview date:	14 May

8. An Appointments Committee, comprising 5 Elected Members, should be established to shortlist and interview candidates, and to make an appointment to the post.

9. The assessment centre will focus on ensuring the candidates have the correct skills mix to be considered for appointment by the Committee. With agreement of the Committee, if for any reason a candidate does not meet the criteria at assessment centre they will not proceed to interview.

10. If for any reason a successor is not in place as a result of the initial recruitment process the Director of Education may put in place interim management arrangements to ensure stability and continuity within the service until such time as a suitable replacement can be recruited. As is normal practice in such situations, the Director of Education will put in place suitable interim management arrangements within the existing team.

HSCP ORGANISATIONAL CHANGE

11. The current HSCP Leadership Team has four Heads of Services, a General Manager and two Clinical Leads. The HSCP has both Local Government and NHS employees with three Heads of Service being employed by East Renfrewshire Council and one Head of Service and the General Manager and Clinical Leads all employed by NHSGGC. It is the Head of Adult Health & Social Care Localities which will become vacant. Julie Murray, the Chief Officer of the HSCP has the following direct reports within the Senior Leadership Team:

- Head of Adult Health & Social Care Localities – NHS employed, this one will become vacant.
- Head of Recovery and Intensive Services
- Head of Finance and Resources (Chief Financial Officer)
- Head of Public Protection and Children’s Services (Chief Social Work Officer)
- Chief Nurse – NHS employed
- Clinical Director – NHS employed
- General Manager, Hosted Learning Disabilities – NHS employed

The current structure and remits are shown in Appendix 1.

12. There will be no changes to the remits of:

- Head of Finance and Resources (Chief Financial Officer)
- Head of Public Protection and Children’s Services (Chief Social Work Officer)

In Appendix 1 there is further detail of these remits given in the proposed structure.

13. It is proposed to change the current remits for the Head of Adult Health & Social Care Localities (NHS filled) and the Head of Recovery and Intensive Services with these becoming the:

- Head of Adult Services, Learning Disability & Recovery Services – NHS filled
- Head of Adult Services, Communities and Wellbeing

The proposed changes to the remits will also impact the General Manager, Hosted Learning Disability post.

The Chief Officer of the HSCP is proposing these changes to ensure there is stability and integration within the services across both health and local government to deliver a stronger health and social care experience for our residents. To ensure a clear alignment Recovery Services (Mental Health and Addictions) and Learning Disability will all sit within the one remit and all Adult, Community and Wellbeing, primarily including older adult social work and care services, will sit under the other remit. The reconfiguration of the remits of the Heads of Services are also set out in Appendix 1.

14, As part of the revised remits, the Chief Officer of the HSCP seeks to integrate the General Manager, Hosted Learning Disability into the wider Head of Service structure within the HSCP. This would strengthen the remits of the Heads of Service. This will ensure stability at a time where the HSCP is faced with an unprecedented increase in demand for services. The revised remit of Head of Adult Services, Learning Disability and Recovery Services will ensure a good link with the hosted learning disability, learning disability services within East Renfrewshire and recovery services.

15. Given the challenging financial context, it is proposed that the management structures are streamlined by deleting the post of General Manager and re-designating this role as the Head of Adult Services, Learning Disability and Recovery to more accurately reflect the role and additional responsibilities.

16. As such, the role will not be recruited to but will be appointed to as part of an NHSGGC Organisational Change process. The General Manager, Hosted Learning Disability would be the only candidate in the selection pool for the vacancy of Head of Adult Services Learning Disability and Recovery, meeting all essential criteria, and as such will be matched into this post. As this is a NHS post the changes will be made by NHSGGC who are supportive of this change.

17. As part of the overall redesign there will be further changes to management teams in order to increase management capacity as service demands increase. This will include recruitment of an additional post and the remits of other posts changing. This means there will be no budget saving from this proposal as savings will be reinvested within services.

FINANCIAL IMPLICATIONS

18. There are no additional financial implications in Education as no new posts are being added into the structure. All costs associated with the recruitment process will be found from within existing budgets.

19. There are no additional financial implications in HSCP. The funding for HSCP posts is shared with the Health Board given the Team's joint accountability to both Health Board and the Council.

CONSULTATION AND PARTNERSHIP WORKING

20. Consultation in relation to these proposals will be undertaken with affected employees and the Trade Union.

IMPLICATIONS OF THE PROPOSALS

21. There are no IT, sustainability, equalities or other implications associated with this report.

RECOMMENDATION

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HSCP Current Structure



