

Record of decision taken under delegated powers by a council officer



Title:	Agreement of a Fixed Term Contract for Executive Director Adult Social Care
Divisions Affected:	All
Key Decision:	No
Reason Key:	N/A
Decision taken under delegation by virtue of:	County Council 17 March 2020 Min ref: 18/20a

Summary

The interim Executive Director Adult Social Care has been employed as a contractor since 20 August 2018.

The council is a lead member in the Surrey Heartlands Integrated Care System (ICS) partnership, with significant programmes of work in train to align or integrate our leadership, resources and priorities. A product of this work will be options for the future design of the top leadership teams across the ICS.

For this reason, it would be sensible to leave making a permanent recruitment to this Executive Director position until there is absolute clarity about the scope, capability and remit of this role, or an equivalent, in the new ICS Leadership architecture.

These matters are unlikely to be resolved until September 2020. The interim Executive Director acts not only as the Executive Director Adult Social Care but also as an advisor to the Leader, Chief Executive and Chair of the ICS in the configuration of leadership roles to meet the county council's statutory functions as well as discharge the obligations of the ICS.

Decision made

The Chief Executive, in consultation with the Director of HR & OD and the Leader of the Council took the decision to move Simon White, interim Executive Director Adult Social Care to a fixed term contract for twelve months from 1 April 2020.

Reasons for Decision:

The interim Executive Director Adult Social Care has been instrumental in achieving transformational change in the council and there is a compelling argument for him to continue to be engaged to complete the challenging reforms that are needed to align with Surrey Heartlands as well as to deliver the organisational and financial changes

still required within the council. This model of engagement offers efficiencies as well as ensuring there is continuity and consistency in delivering the objectives of the council.

Decision taken by:	Joanna Killian, Chief Executive
Decision taken on:	27 March 2020
To be implemented on:	1 April 2020

Alternative options considered

The option of recruiting to the role of Executive Director Adult Social Care in the short term has been discounted for the reasons outlined above.

Summary of any financial implications

Moving from an interim contractor basis to directly employed fixed term contract will realise c.£60,000 savings over the twelve month period.

Declarations of conflicts of interest

None.

Consultation/Process Followed

Jackie Foglietta, Director of HR & OD
Paul Evans, Monitoring Officer
Councillor Tim Oliver, Leader of the Council and Chairman of People, Performance and Development Committee

Background Documents

None

Exempt:

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