



People, Performance and Development Committee
6 November 2019

Recruitment to Joint Surrey Heartlands ICS Posts

Purpose of the report:

To provide the Committee with information on the rationale for, detail of and recruitment process for three new senior strategic roles, working across Surrey Heartlands Integrated Care System.

1. Recommendations:

1.1 It is recommended that the Committee note the contents of this report.

2. Introduction:

- 2.1 Surrey Heartlands ICS is seen as the most innovative, high profile and impactful health and social care partnership in country. People from a diverse range of sectors are working together to integrate services around our residents, patients and communities. The ICS is passionate about the power of collaboration in addressing the determinants of poor health and reducing the inequalities that exist in the county. Joined up thinking requires new roles to lead, empowering individuals to deliver the aspirations of the ICS, designed around the needs of residents.
- 2.2 To meet this challenge, three new roles have been developed:
- Joint Strategic Workforce Director
 - Joint Strategic Property & Estates Director
 - Joint Strategic Chief Digital Officer
- 2.3 These roles are critical in helping find solutions for some of the big problems facing the county today, including how to provide better care for the vulnerable and those most in need, against the backdrop of financial constraints and ever growing demand and expectations of health and social care services.

3. The Roles

3.1 All three roles will operate strategically to influence and deliver improvements across the partnership in line with strategic aims as set out in the Community Vision for Surrey. The roles will work alongside the workforce, property and digital leads within the county council and wider Heartlands ICS.

3.2 Joint Strategic Workforce Director

This role will lead and coordinate the approach to workforce development and transformation across the Surrey Heartlands partners, working strategically across health and social care. The role will ensure the delivery of a single workforce framework, plan and delivery model for the system. Working with other senior leaders across the partnership, the impact of this role will be crucial to fostering a “one team” ethos.

3.3 Joint Strategic Property & Estates Director

This role will bring about a step change in the management, rationalisation and realisation of the combined health and council estate to drive efficiencies and improved resident experiences and outcomes. Working with the Surrey Heartlands Partnership (SHP) Board and the individual partners, the role will define the strategic goals for SHP property, land and assets functions, ensuring they match the ICS’s ambition. The role will drive collaboration and influence property strategies and capital programmes to deliver placemaking priorities which maximise value from the portfolio.

3.4 Joint Strategic Chief Digital Officer

This role will drive the development of innovative products and services and the adoption of agile working and thinking across the partnership, county and wider health and social care community. The role will leverage knowledge and insight from across the ICS, partners and wider industry, to ensure services are truly exemplary, accessible to all, robust and simple to use.

3.5 Employing Bodies

The Joint Strategic Property & Estates Director and Chief Digital Officer roles will be hosted by the county council and employed on Surrey County Council (SCC) Terms & Conditions; the Joint Strategic Workforce Director will be hosted by Guildford & Waverley CCG and employed on corresponding Terms & Conditions, (the salary ranges for all three roles will be comparable regardless of employing body).

4. Recruitment Process

- 4.1 Roles hosted by SCC will be subject to the council’s recruitment processes and, as these will be Deputy Chief Officer appointments, the PPDC Sub-Committee will be responsible for making appointments to the posts of Joint Strategic Property & Estates Director and Chief Digital Officer.
- 4.2 Recruitment to the Joint Strategic Workforce Director role will be undertaken in accordance with Guildford & Waverley CCG’s processes and procedures.
- 4.3 Officer recruitment panels will include representation at a senior level from both organisations.

5. Funding Arrangements

- 5.1 All three roles will be jointly funded by Surrey Heartlands and the county council.

5. Conclusions:

5.1 Financial and value for money implications

None (in relation to this update).

5.2 Equalities Implications

None.

5.3 Risk Management Implications

None.

5.4 Implications for the Council’s Priorities or Community Strategy

This work directly supports the Community Vision for Surrey as well as the Health & Wellbeing Strategy developed by the NHS, SCC, district and borough councils and wider partners.

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Sources/background papers: None

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