

COUNCIL

21 February 2023

APPOINTMENT OF STRATEGIC DIRECTOR POSTS

Report of the Portfolio Holder for Finance, Governance and Performance, Change and Transformation, and the Portfolio Holder for Health, Wellbeing and Adult Care

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| Strategic Aim: | All | |
| Exempt Information | No | |
| Cabinet Member(s) Responsible: | <p>Cllr K Payne, Portfolio Holder for Finance, Governance and Performance, Change and Transformation</p> <p>Cllr S Harvey, Portfolio Holder for Health, Wellbeing and Adult Care</p> | |
| Contact Officer(s): | Mark Andrews, Chief Executive | 01572 758339 mandrews@rutland.gov.uk |
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| Ward Councillors | N/A | |

DECISION RECOMMENDATIONS

That Council:

1. On the recommendation of the Chief Officer Appointment Committee, approves the appointments of:
 - (a) Kirsty Nutton as Strategic Director Resources (S151 Officer)
 - (b) Kim Sorsky as Strategic Director Adults and Health on an internal arrangement for 12 months

1 PURPOSE OF THE REPORT

- 1.1 The purpose of the Report is to seek Council approval for appointments to the posts of Strategic Director Resources (S151 Officer) and Strategic Director Adults and Health following a recruitment process including interview by a Chief Officer Appointments Committee.

2 BACKGROUND AND MAIN CONSIDERATIONS

- a) Section 151 of the Local Government Act 1972 requires local authorities to make arrangements for the proper administration of their financial affairs and appoint a S151 Officer, also known as a Chief Financial Officer (CFO), to have responsibility for those arrangements.
- 2.1 There is also statutory guidance about arrangements for establishing a Director of Adult Social Services (DASS) post, pursuant to the Children Act 2004 (which amended the Local Authority Social Services Act 1970), with responsibility for local authority social services functions in respect of adults.
- 2.2 Following the resignations of Sav Della Rocca and John Morley in November 2022, the decision was taken to proceed to appointing to these roles to provide ongoing continuity of leadership and resource to the Council. This was considered in the context and scale of managing a complex Medium Term Financial Plan, delivery of Adult Social Care reform and also our Corporate Strategy.
- 2.3 The Officers Employment Procedure Rules provides the framework for the recruitment and appointment of statutory Chief Officers by the Chief Officer Appointment Committee.
- 2.4 Initial consideration was given to securing interims to cover these roles, to then be followed by permanent recruitment through use of external search consultants. We held early discussions with a range of search consultants to understand the current recruitment market for both posts in the context of increasing challenges for these types of post. It is clear that the interim market in particular is attracting fewer candidates which in turn is driving up rates of pay. Our decision therefore to follow the process outlined in Paragraph 3, was informed by:
 - 2.4.1 A constricted pool of candidates in the interim market – with a high salary expectation much beyond our rates of pay and budget. Rates quoted by Agencies were +£1,000 costs to the Council per day per post.
 - 2.4.2 The high costs of search consultants for permanent recruitment – in particular for each post – at c.£10,000-£15,000 for search and sourcing of candidates only.
 - 2.4.3 The total of the above, would have represented a budget pressure of at least £150,000.
 - 2.4.4 Our own due diligence and market intelligence through networks provided a level of confidence in going out to market and managing the process in-house.

3 APPOINTMENT PROCESS

- 3.1 **Strategic Director Resources** – Adverts were placed in the MJ (*Management Journal for Local Authorities*), Guardian on-line, Public Finance Jobs plus across social media. The position was also shared across our Chief Executive and S151/Finance Officer networks. We attracted a pool of candidates that enabled us to take 3 individuals through an interview and assessment process and from there, 2 candidates were recommended to a Chief Officer Appointments Committee. One candidate subsequently withdrew.
 - 3.1.1 The Chief Officer Appointment Committee met on 25 January 2023 and Kirsty Nutton was unanimously agreed for appointment. Ms Nutton has recently held the role of Service Director, Financial Services (Deputy 151 Officer) at Peterborough

City Council. In this position, she led the budget setting process, devised a Financial Strategy – including a new Medium Term Financial Strategy Process and was the lead on the drafting and completion of the authority's Improvement Plan. She has held senior leadership roles and has a wealth of experience in advising Members and officers on financial governance. Ms Nutton also has previous financial management experience at Cambridgeshire County Council. A conditional offer has been made to Ms Nutton and all pre-employment checks have been satisfactorily completed. Subject to the decision of this Council meeting Ms Nutton would be able to commence employment with us on 27 February 2023 which aligns with the leaving date of Mr Della Rocca and provide continuity of our S151 Officer.

- 3.1.2 Securing this quality of response to our own marketing is a great achievement in the current recruitment market. There have been a number of Finance/S151 posts advertised over the recent few months offering substantial salaries. London authorities in particular attract salaries in the region of £150,000+.
- 3.1.3 **Strategic Director Adults and Health** - for this role there is much to evolve in our ongoing partnership and integration with health which will undoubtedly alter the dimensions and requirements of this role. It was therefore considered a complex role to define and cover from an external resource. In addition, we were keen to explore our existing talent and skills within the Adult Social Care leadership team at least on an interim basis. This role was therefore advertised internally, inviting candidates to 'act up' into this role for a 12-month fixed period.
- 3.1.4 Three internal candidates initially came forward and following an interview and assessment process Kim Sorsky was interviewed by a Chief Officer Appointment Committee on 25 January 2023 and was unanimously agreed for appointment. Ms Sorsky currently holds the role of Head of Service Adult Social Care with the Council and has previous experience as a Social Worker, Team Manager and Service Manager. She has extensive knowledge and experience across Adult Social Care and Health; she has built a productive networks and partnership working and lead and developed her services to levels and standards that are nationally recognised. An offer has been made to Ms Sorsky, conditional on the decision of this Council meeting.
- 3.1.5 As Ms Sorsky is already employed by the Council, no further employment checks are required.

4 CONSULTATION

- 4.1 In line with the requirements within the Council's Officers Employment Procedure Rules, emails were sent to all Cabinet Members on 25 January 2023. They have confirmed that they have no objections and therefore support both appointments.

5 ALTERNATIVE OPTIONS

- 5.1 The alternative option is for the Council to undertake a further recruitment process. This is not recommended due to costs and timescales. In addition, these two appointments are highly recommended based on the experience and skills they will bring to the Council and these roles.
- 5.2 Given they are both statutory roles and the current demands and pressures on the Council, it is not recommended that these posts are held vacant as this would

compromise our ability to deliver our Corporate Strategy and Medium-Term Financial Plan.

6 FINANCIAL IMPLICATIONS

- 6.1 There are no financial implications arising from this Report. The cost of the posts are within the existing budget. Recruitment costs have been kept to a minimum and reflect some external media advertising – all within existing budget.

7 LEGAL AND GOVERNANCE CONSIDERATIONS

- 7.1 These are contained within the main body of the report.

8 DATA PROTECTION IMPLICATIONS

- 8.1 A Data Protection Impact Assessments (DPIA) has not been completed as the information contained in the report is information that will be publicly available.

9 EQUALITY IMPACT ASSESSMENT

- 9.1 An Equality Impact Assessment (EqIA) has not been completed in relation to the specific appointment. However, the Council is required to have regard to its equality duty in making all decisions. The appointment process has been in accordance with the Council's Officer Procedure Rules and Recruitment Policy.

10 COMMUNITY SAFETY IMPLICATIONS

- 10.1 There are no Community Safety implications arising from the report.

11 HEALTH AND WELLBEING IMPLICATIONS

- 11.1 There are no Health and Wellbeing implications arising from the report.

B) CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

- 11.2 It is recommended by Chief Officer Appointment Committee that:

11.2.1 Council appoints Kirsty Nutton to the post of Strategic Director Resources (S151 Officer).

11.2.2 Council appoints Kim Sorsky into the role of Strategic Director Adults and Health for an initial period of 12 months.

12 BACKGROUND PAPERS

- 12.1 There are no additional background papers to the report.

13 APPENDICES

- 13.1 There are no appendices to the report.

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.