

COUNCIL

6 November 2023

APPOINTMENT OF STRATEGIC DIRECTOR FOR ADULTS AND HEALTH

Report of the Portfolio Holder for Adult Care and Health

Strategic Aim:	All	
Exempt Information	No	
Cabinet Member(s) Responsible:	Cllr G Waller, Leader of the Council Cllr D Ellison, Portfolio Holder for Adult Care and Health	
Contact Officer(s):	Mark Andrews, Chief Executive	01572 758339 mandrews@rutland.gov.uk
	Carol Snell, Head of Human Resources	01572 720969 csnell@rutland.gov.uk
Ward Councillors	All	

DECISION RECOMMENDATIONS

That Council:

1. Approves the appointment of Mrs K Sorsky to the permanent position of Strategic Director Adults and Health (currently 'acting up' to the role on a temporary basis).

1 PURPOSE OF THE REPORT

- 1.1 To obtain Council approval for the appointment of Mrs K Sorsky on a permanent basis into the post of Strategic Director for Adults and Health. As outlined further in this report, Mrs Sorsky was appointed to this position on a temporary basis in February 2023.

2 BACKGROUND AND MAIN CONSIDERATIONS

- 2.1 Continuity and stability of our Corporate Leadership team is crucial in supporting the Chief Executive, our officers and elected members deliver our Corporate Strategy and maintain our services to the community. The pressures on the organisation at a financial and service delivery level are well known. Within our Adults and Health portfolio of services, we have constant demands and pressures from increased demand and a challenging care market, coupled with - reforms and new inspection

plus significant savings expectation for the Council to be sustainable.

- 2.2 The external market for this type of post remains challenging – this has become more acute over the last few years aligned to the significant changes in Adult Social Care – rising costs, increasing demands, pace of integration with Health. When we look at the Rutland context and potential market, our own research and analysis tells us that the pool is small and consequently salary pressures are high. As with any recruitment, there is no guarantee of appointment.
- 2.3 The proposal within this paper plays a key part in this, and both complements and adds to the capacity and strength of our Corporate Leadership team – alongside our Chief Executive (Mr M Andrews) and Strategic Directors - for Places (Mrs P Sharp), Resources (Mrs K Nutton), Children and Families (Mrs D Godfrey), Law and Governance (Mrs A Wakefield).

3 APPOINTMENT – FOR APPROVAL

- 3.1 Full Council is asked to confirm the appointment of Mrs K Sorsky into the post of Strategic Director Adults and Health on a permanent basis. This post is also the statutory role of Director of Adult Social Services (DASS) – required under the Children Act 2004 (which amended the Local Authority Social Services Act 1970).
- 3.2 Mrs Sorsky was interviewed by a Chief Officer Appointment Committee on 25 January 2023 and was unanimously agreed for appointment. Mrs Sorsky's previous experience as Head of Adult Social Care with Rutland was acknowledged and was a recognition of the strength of experience and skill she would bring to the role.
- 3.3 An interim/temporary arrangement was agreed to enable us to consider over a period of time, ongoing developments around the local authority's partnership and integration with health and how this may impact the role. Those considerations are in the main, much clearer and give us surety and confidence to move to a permanent appointment to this role to continue leading and driving forward that work.
- 3.4 Mrs Sorsky has stepped into this role with enthusiasm, drive and energy – providing a level of leadership and direction for the service and across her teams. Her relationships with a new portfolio holder for the service and more broadly across our elected members, has again shown a strength and confidence in her abilities. In addition, she has moved into the 'corporate' aspects of the role as part of our Corporate Leadership Team.
- 3.5 Mrs Sorsky is a credible candidate and this appointment once again demonstrates the Council's successful track record in developing and supporting our staff to progress their career with us.

4 CONSULTATION

- 4.1 Approvals were initially given for this appointment in February 2023. Subsequently Cabinet and the Chair of the Chief Officer Appoints Committee have been consulted on the proposal within this paper, and no objections have been raised.

5 ALTERNATIVE OPTIONS

- 5.1 The Council could undertake a full recruitment process through internal and external advertising/use of search consultants. This would incur costs of marketing/media/search costs in the region of £10,000-£15,000. In addition, our assessment of the external market in appointing to DASS roles would likely require an uplift in salary/market supplement of c. £25,000.
- 5.2 The Council must have a nominated Director of Adult Social Services (DASS) under the Children Act 2004.

6 FINANCIAL IMPLICATIONS

- 6.1 There are no further financial implications should Council approve the proposal.
- 6.2 As identified in para 5.1, further cost pressure would emerge if the proposal was not agreed and the Council entered into an external recruitment process. c. £35,000 – £50,000.

7 LEGAL AND GOVERNANCE CONSIDERATIONS

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

8 DATA PROTECTION IMPLICATIONS

- 8.1 A Data Protection Impact Assessments (DPIA) has not been completed because there are risks/issues to the rights and freedoms of natural persons.

9 EQUALITY IMPACT ASSESSMENT

- 9.1 An Equality Impact Assessment (EqIA) has not been completed in relation to this specific appointment. However, the Council is required to have regard to its equality duty in making all decisions.

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.

12 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

- 12.1 It is recommended that Mrs K Sorsky is appointed to the role of Strategic Director Adults and Health on a permanent basis following her temporary appointment in February 2023.

13 BACKGROUND PAPERS

- 13.1 There are no background papers to the report.

14 APPENDICES

- 14.1 There are no appendices to the report.

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