



**MINUTES OF A MEETING OF THE EMPLOYMENT COMMITTEE
HELD AT THE TOWN HALL, PETERBOROUGH ON 18 APRIL 2013**

Members Present: Councillors Fitzgerald, Lamb, Jamil, Swift and Walsh

Officers present: Gillian Beasley, Chief Executive
Jana Burton, Care Service Delivery
Karen S Dunleavy, Governance Officer

1. Apologies for Absence

Apologies were received from Councillor Cereste. Councillor Walsh was in attendance as a substitute

Apologies were received from Councillors Khan and Shearman. Councillor Jamil was in attendance as nominated substitute for the Labour party.

Apologies were also received from Councillor Sandford.

2. Declarations of Interest

There were no declarations of interest.

3. Minutes of the Meetings Held on:

3.1 24 January 2013

The minutes of the meeting held on 24 January 2013 were agreed as a true and accurate record.

3.2 13 March 2013

The minutes of the meeting held on 13 March 2013 were agreed as a true and accurate record.

Following Members concerns about comments made by a member of the public concerning the appointment of the Assistant Director - Children's Services Safeguarding Families and Communities, the Chief Executive advised the Committee that the Council was seeking legal advice over what action should be taken over the comments made.

4. Senior Management Arrangements

The Chief Executive introduced a report on the Senior Management arrangements to cover the appointments of the Director of Public Health and Director of Adult Social Care.

The Committee was requested to:

1. Note the arrangements made to cover the role of the Director of Public Health pending recruitment to this role; and
2. Appoint Jana Burton as Director of Adult Social Care pending recruitment to this role.

The Chief Executive advised Members that the Director of Public Health (DPH) had resigned on 27 March 2013, which required the Council to put in place arrangements for the recruitment of a new DPH, which was also a statutory role. Members were also advised that there were qualifications that were essential for the position of DPH, which had included being a member of the Faculty of Public Health and an accredited consultant in Public Health Medicine. A temporary arrangement had been agreed with Public Health England in order for the requirements to be covered by Sue Mitchell and Dr Boika Rechel, pending recruitment to the role of Director of Public Health.

Following the departure of Mr Terry Rich, Executive Director of Adult Social Care, the Chief Executive advised Members that a permanent appointment to the post would be delayed until after a restructure of the service had taken place, which would be in line with the outcome of the commissioning review.

Mrs Jana Burton explained her vision and shared her thoughts with Members on the challenges ahead for the review of the commissioning arrangements for Adult Social Care. In summary, comments included:

- A recent consultation with carers and other partners had taken place about the eligibility criteria for Adult Social Care. Over the coming year the priority was to implement personalisation, building on the independence and abilities of adult service users;
- It was important to explore ways in which young adults should be more effectively supported within work, and how they would gain skills in daily living;
- Early intervention and more community support for the elderly, would avoid the high levels of isolation they were currently experiencing;
- One of the challenges within the commissioning budgets was to introduce preventative measures for service users in order to provide a level of support to prevent additional cost pressures at a later date;
- There would be a focus on the provision of frontline roles within the forthcoming budget constraints. The challenge would be to match the standards and quality currently provided;
- A focus on stronger contracts and buying in health and social care services at the best value;
- The back office staff function was to go through a transformation with the Council's partners Serco. The transformation would concentrate resources on the provision of frontline and universal services;
- The launch of a new Care Services Directory (CSD) would enable adult health service users to tailor their care needs as appropriate and to provide feedback on the quality of adult health services received from contractors. The CSD would also provide the opportunity to review feedback from other adult social care service users;
- It was envisaged that the CSD would be fully operational within twelve months and would include current and new contracted service providers;
- A Head of Service level contact could be provided for Members in order for them to raise health service concerns or to share comments made by their constituent adult health care users; and
- The 'Firm' pilot, which had been conducted to provide GPs with decision making powers regarding patient admittance to hospital, which was overseen by GP Gate Keepers, had not been as effective as hoped and was currently under review.

The Chairman advised that to date, the commissioning work of the 'Firm' had not been presented to a meeting of the Health & Wellbeing Board.

The Committee wished thanks to be noted to Mr Terry Rich for his contribution as Director of Adult Social Care Services. The Chief Executive also advised that thanks had been relayed by the Corporate Management Team for Mr Rich's contribution.

RESOLVED:

The Employment Committee agreed to:

1. Note the arrangements made to cover the role of the Director of Public Health pending recruitment to this role; and
2. Appoint Jana Burton as temporary Director of Adult Social Care pending recruitment to this role.

Reasons for the decision

The Council was required to make temporary arrangements for the covering of two director roles, namely the Director of Adult Social Care and Director of Public Health. As the Council was about to embark on a senior management restructure as a result of proposals in the budget to bring commissioning arrangements together, the arrangements for covering those two roles would be temporary as it was timely to not only review the commissioning arrangements but the whole of the senior management structure since the previous change in 2008.

Chairman
3.00pm - 3.34pm