

Report for: Staffing & Remuneration Committee, 10 March 2017

Item number: 5

Title: Appointment to the post of Chief Executive and Head of Paid Service

Report authorised by : Richard Grice, Assistant Director Transformation and Resources Richard.grice@haringey.gov.uk 0208 489 1691

Lead Officer: Helen Gaffney - Human Resources
helen.gaffney@haringey.gov.uk 0208 489 4604

Ward(s) affected: All

Report for Key/ Non Key Decision
Non Key Decision:

1. Describe the issue under consideration

- 1.1 The position of Chief Executive and Head of Paid Service became vacant upon the resignation of Nick Walkley. His employment with the Council terminated on 28 February 2017. With effect from 1 March 2017, interim arrangements for the Head of Paid Service have been in place.
- 1.2 The recruitment campaign commenced in January 2017 with a high profile advert and executive search. This attracted a strong field of applicants and produced a short list of candidates recommended for progression to a final interview panel. The final Interview Panel takes place on 10 March 2017.
- 1.3 In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution, the Full Council will approve the appointment of the Head of Paid Service following the recommendation of such an appointment by this Staffing and Remuneration Committee.
- 1.4 The Council may only make or approve the appointment of the Head of Paid Service where:
- (i) no objection has been made by any member of the Cabinet, or
 - (ii) if any objection is made, the Staffing and Remuneration Committee has declared itself satisfied that the objection is not material or well-founded
- 1.5 This Committee is therefore asked to approve the recommendation of the Interview Panel and recommend the appointment of the candidate to Full Council meeting on 20 March 2017, on the salary that will be proposed to this Committee.

2. Cabinet Member Introduction

- 2.1 Not applicable

3. Recommendations

- 3.1 That this Committee approves the recommendation of the Interview Panel and recommends the appointment of the candidate to Full Council meeting on 20 March 2017, on the salary that is proposed to the Committee. This salary will be in the range of £173,700 to £201,900 as set out in the Council's Pay Policy Statement 2016/17.
- 3.2 Subject to the above paragraph, in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001, that all members of the Cabinet are informed of this Committee's recommendation to appoint the candidate on the terms set out, and are given the opportunity to object to the appointment. The meeting of the Full Council will be advised whether any material or well-founded objections to the proposed appointment have been made by the Cabinet, before taking a decision on the appointment.

4. Reason for decision

- 4.1 The Council is required to have an officer in post designated as the Head of Paid Service. This is the post of Chief Executive, which is currently vacant. Interim arrangements are presently in place. A permanent appointment to the role of Chief Executive and Head of Paid Service is preferable to ensure long-term strategic leadership of the Council.

5. Alternative options considered

- 5.1 To continue with the existing or alternative interim arrangements for the Head of Paid Service.

6. Background information

- 6.1 Penna Recruitment were engaged as the Council's executive search partners. A recruitment and selection campaign commenced in January 2017. The closing date for the campaign was 10 February 2017. Seven candidates were long-listed to proceed to first interview stage. The first round of interviews were conducted by Penna and a technical interviewer in order to assess the candidate's technical abilities and leadership qualities. The final Interview Panel, to take place on 10 March 2017, will interview shortlisted candidates. The Interview Panel will comprise Cllr Kober, Cllr Sahota and Cllr Engert. The Interview Panel will recommend a candidate to this Committee, for appointment to the role of Chief Executive and Head of Paid Service. The salary for the role of Chief Executive and Head of Paid Service is within a pay range of £173,700 -£201,900 and is recognised as a Level A Step 2 role within the Council's senior pay structure, as set out in the Council's Pay Policy Statement.
- 6.2 In addition to the statutory functions of Head of Paid Service pursuant to section 4 Local Government and Housing Act 1989, the post of Chief Executive and Head of Paid Service is also designated as the Electoral Registration Officer (ERO) and Returning Officer (RO) for the Borough, in accordance with sections 8(2) (a) and 35 (3) of the Representation of the People Act 1983.

7. Contribution to strategic outcomes

7.1 This report proposes appointment to the role of Chief Executive and Head of Paid Service. This officer is responsible for leading the Council's workforce to deliver and achieve the strategic outcomes set by the Council.

8. Statutory Officers' comments (Chief Finance Officer (including procurement)),

8.1 The Chief Finance Officer (S151) has been consulted on the preparation of this report and comments that costs of the appointment can be met from approved resources.

9. Assistant Director of Corporate Governance, Equalities

9.1 In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution, the Full Council will approve the appointment of the Head of Paid Service following the recommendation of such an appointment by this Staffing and Remuneration Committee.

9.2 The Council may only make or approve the appointment of the Head of Paid Service where:

- (i) no objection has been made by any member of the Cabinet, or
- (ii) if any objection is made, the Staffing and Remuneration Committee has declared itself satisfied that the objection is not material or well-founded

9.3 Following the decision of this Committee, the Cabinet will be notified of the proposals and afforded opportunity to object. The meeting of the Full Council on 20 March 2017 will receive verbal clarification from the Proper Officer as to the outcome of the objections process.

9.4 The proposed salary band for the post of Chief Executive and Head of Paid Service is in accordance with the Council's Pay Policy Statement 2016/17.

10. Use of Appendices

10.1 Not applicable

11. Local Government (Access to Information) Act 1985

11.1 Not applicable.