

## NOTICE OF MEETING

# STAFFING AND REMUNERATION COMMITTEE

**Tuesday, 25th April, 2017, 3.00 pm, or on the rise of the interview panel (whichever is the later) - Coldfall Wood Room, Podium North - River Park House**

**Members:** Councillors Raj Sahota (Chair), Liz McShane (Vice-Chair), Jason Arthur, Bernice Vanier and Viv Ross

Quorum: 3

### **1. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)**

To receive any apologies for absence.

### **2. URGENT BUSINESS**

The Chair will consider the admission of any late items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear. Please note that, it being a special meeting, under the Council's Constitution, Part 4, Section B, Paragraph 17, no new items of business shall be considered at the meeting).

### **3. DECLARATIONS OF INTEREST**

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

**4. APPOINTMENT TO THE POST OF ASSISTANT DIRECTOR, CHILDREN'S SOCIAL CARE AND LEAD PRACTITIONER (PAGES 1 - 4)**

Report of the Director of Children's Services to appoint to the post of Assistant Director, Children's Social Care and Lead Practitioner.

**5. EXCLUSION OF THE PRESS AND PUBLIC**

That the press and public be excluded from the meeting for consideration of the following item as it contains exempt information as defined in Section 100a of the Local Government Act 1972 (as amended by Section 12A of the Local Government Act 1985); paragraph 1, namely information relating to an individual.

**6. APPOINTMENT TO THE POST OF ASSISTANT DIRECTOR, CHILDREN'S SOCIAL CARE AND LEAD PRACTITIONER**

To consider exempt information in relation to agenda item 4.

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Bernie Ryan  
Assistant Director – Corporate Governance and Monitoring Officer  
River Park House, 225 High Road, Wood Green, N22 8HQ

Wednesday, 12 April 2017

**Report for:** Staffing & Remuneration Committee, 25<sup>th</sup> April 2017

**Item number:** 4

**Title:** Appointment to the post of Assistant Director, Children's Social Care and Lead Practitioner

**Report authorised by :** Jon Abbey, Director of Children's Services  
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**Lead Officer:** Tricia Howarth - Human Resources  
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**Ward(s) affected:** All

**Report for Key/ Non Key Decision**  
**Non Key Decision:**

**1. Describe the issue under consideration**

- a. The Assistant Director: Children's Social Care and Lead Practitioner post became vacant with effect from 30<sup>th</sup> December 2017.
- b. The recruitment and selection campaign commenced in March 2017. The initial field of 10 applicants subsequently produced a short list of 4 candidates. Technical interviews were held on 4<sup>th</sup> April and 2 candidates were then recommended for progression to a final interview panel. The final interview panel will take place on 25<sup>th</sup> April 2017.
- c. This post is classed as a Chief Officer under the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and therefore, in accordance with Part 3 Section B of the Council's Constitution and the Standing Orders Regulations any proposed appointment to this post will require the approval of this Committee.
- d. The Committee is therefore asked to approve the recommendation of the Interview Panel by appointing the candidate recommended by the interview panel on the salary that will be proposed to the Committee as outlined below.

**2. Cabinet Member Introduction**

Not applicable.

### 3. Recommendations

- a. That this Committee appoints the candidate recommended by the interview panel to the post of Assistant Director: Children's Social Care and Lead Practitioner on the salary that is proposed to the Committee which will be in the range of £94,800 to £110,200.
- b. That this appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council.

### 4. Reason for decision

- a. To fill a senior post in the Council's organisation structure which is responsible for leading the delivery of services within the accountabilities of the role.

### 5. Alternative options considered

- a. To fill this role on a temporary basis. However, this would not have been as cost effective nor offer the service the stability of a permanent appointment.

### 6. Background information

- a. The recruitment and selection process for the Assistant Director: Children's Social Care and Lead Practitioner has been as follows:
  - i. A recruitment and selection campaign commenced in March 2017, and produced a substantial long-list of candidates interested in exploring a career in Haringey. As well as advertising internally, Gatenby Sanderson were engaged to complete a campaign of advertising and executive search, with a closing date of 27<sup>th</sup> March 2017. 10 candidates initially applied and, of these, 4 proceeded to first interview stage. Of these, 2 candidates were short listed for the final panel.
  - ii. The first round of interviews were conducted by Jon Abbey, Beverley Tarka and a further independent interviewer. This stage tested the candidates' technical abilities and leadership qualities.
  - iii. The candidates short-listed following the first technical interview were interviewed by a Member Panel: Cllr Sahota, Cllr Ross and Cllr Weston.
  - iv. The Interview Panel has proposed a salary which is within a pay range of £94,800 -£110,200 and is recognised as a HB1A role within the Council's Senior Leadership pay bands.
  - v. In accordance with the Council's Pay Policy Statement, if the appointee salary will be in excess of £100,00 per annum, it has to be agreed by the Staffing and Remuneration Committee.
- b. The recommendation that the appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council is intended to ensure that the appointed candidate signs up to the contract of employment which the Council offers him / her.

**7. Contribution to strategic outcomes**

- a. The post of Assistant Director: Children's Social Care and Lead Practitioner is proposed to lead on objective 6 within Priority 1, which includes service improvement, workforce development and LAC sufficiency. This post is responsible for providing strategic and operational leadership across all aspects of Children's Social Care. The key change in this post is the lead practitioner element, the leadership and approach to social work across the service.

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

- a. The Chief Financial Officer (S151) has been consulted on the preparation of this report and comments that costs of the appointment can be met from approved budget agreed for this post of Assistant Director of Children in the current Medium Term Financial Strategy. However, it should be noted that funding for services and the way they are delivered are under constant review.
- b. The Safeguarding and Social Care Service are forecasting an overspend of £4.4m in 2016/17. This position will play an integral role in ensuring that these services are delivered within budget in 2017/18 and in future years.

**9. Assistant Director of Corporate Governance, Equalities**

- a. In accordance with the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and Part 3 Section B of the Council's Constitution, any proposed appointment to the post referred to in this report will require the approval of this Committee.
- b. In accordance with the Council's Pay Policy Statement for 2017-2018, where it is proposed to appoint to a Chief Officer post and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary. Section 41 of the Localism Act 2011 requires the Council to comply with its Pay Policy Statement for the relevant financial year when fixing the pay of a Chief Officer.

**10. Use of Appendices**

Not applicable

**11. Local Government (Access to Information) Act 1985**

Not applicable.

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