

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

Thursday, 22nd June, 2017, 12.30 pm (or on the rise of the interview panel, whichever is the later) - Coldfall Wood Room, Podium North - River Park House 225 High Road, Wood Green,

Members: Councillors Raj Sahota (Chair), Zena Brabazon (Vice-Chair), Jason Arthur, Liz McShane and Viv Ross

Co-optees/Non Voting Members:

Quorum: 3

1. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

To receive any apologies for absence.

2. URGENT BUSINESS

This being a special meeting, under the Council's Constitution Part 4, Section B, Paragraph 17, no new items of business will be considered.

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 - STRATEGY & COMMUNICATIONS (PAGES 1 - 4)

Report of the Chief Executive to appoint to the post of Assistant Director, Strategy & Communications.

5. APPOINTMENT TO THE POST OF ASSISTANT DIRECTOR - AREA REGENERATION (PAGES 5 - 8)

Report of the Strategic Director of Regeneration, Planning and Development to appoint to the post of Assistant Director, Area Regeneration

6. 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.

7. APPOINTMENT TO THE POST OF ASSISTANT DIRECTOR - STRATEGY & COMMUNICATIONS

To consider exempt information in relation to agenda item 4.

8. APPOINTMENT TO THE POST OF ASSISTANT DIRECTOR - AREA REGENERATION

To consider exempt information in relation to agenda item 5.

Susan John, Principal Committee Co-ordinator
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Bernie Ryan
Assistant Director – Corporate Governance and Monitoring Officer
River Park House, 225 High Road, Wood Green, N22 8HQ

Wednesday, 14 June 2017

Report for: Staffing & Remuneration Committee

Date: 22nd June 2017

Item number: 4

Title: Appointment for the post of Assistant Director of Strategy and Communications

Report Authorised by: Zina Etheridge, Chief Executive

Lead Officer: Julie Amory, HR Business Partner

Ward(s) affected: All

Report for Key/

Non Key Decision: Non Key Decision

1. Describe the issue under consideration

- 1.1 The post of Assistant Director of Strategy and Communications was established by a Delegated Authority Report and approved by the Chief Executive in May 2017.

2. Recommendations

- 2.1 That this Committee appoints the candidate recommended by the interview panel to the post of Assistant Director of Strategy and Communications on a salary range of £95,700 - £110,300 as it is recognised as a HB1A role within the Council's Senior Leadership pay bands.
- 2.2 The above pay range has been designed as part of the Senior Managers/ Tier 3 Pay and Grading Review in order to have a pay range that is fair, transparent and linked to the market.

3. Reasons for decision

- 3.1 This post is currently filled on an interim basis and as the Council continues with its ambitious agenda, having a permanent Senior Officer structure will be vital in helping spearhead these initiatives, shape the strategic priorities and establish corporate policy.
- 3.2 The Assistant Director of Strategy and Communications post will influence and contribute to delivering objectives set out in the Corporate Plan considering the impact of internal and external factors. It is created following the merger of the AD Strategy and Partnerships and the AD Communications as part of efficiency savings.

4. Alternative options considered

- 4.1 An alternative would be to continue with the interim position, however; a permanent senior officer structure will assist in providing stability.

5. Background information

- 5.1 In April 2017, the Chief Executive notified Staffing and Remuneration Committee of the proposed changes to the Senior Management Structure aimed at ensuring the Council has the right strategic leadership in place to deliver savings.

- 5.2 As part of the review, the Assistant Director for Communications expressed an interest in leaving the authority. This post was deleted and a new post created which merged two Assistant Director roles, and represented a significant proportion of the MTFs savings to be achieved by the review of the Senior Management Structure.
- 5.3 The decision was taken to seek to fill the newly created Assistant Director role internally in an attempt to prevent potentially unnecessary recruitment cost as the interim post was being filled by an internal, permanent employee. Utilising internal recruitment has kept the cost of recruitment to a minimum, without diluting the rigour and robustness of the process.
- 5.4 The recruitment and selection process for the Assistant Director of Strategy and Communications has been as follows:
- The role was placed on the intranet site and one internal employee applied and proceeded to the Officer Technical Interview.
 - The Officer Technical Interview, conducted at River Park House, Haringey Council on 12 June 2017 included an interview with the Chief Executive, the Strategic Director of Regeneration, Planning and Development and the Director of Adult Social Services to explore organisational fit, technical knowledge and management and leadership skills.
 - A final member selection panel will convene on 22nd June 2017 and will consist of Cllr Kober, Cllr Sahota and Cllr Ross. After 'rising' this panel will meet as a Special Staffing and Remuneration Committee to consider the recommendation to appointment.
 - The Committee will be advised at this meeting of the candidate's name and recommended salary which will be within a pay range of £95,700 -£110,300.
- 5.5 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.
- 5.6 The Committee is therefore asked to approve the recommendation made by the Member Interview Panel by appointing the candidate recommended on the salary that will be proposed to the Committee.
- 5.7 It is recommended that the appointment takes effect if and when the appointed candidate accepts in writing the contract of employment offered by the Council ensure that the appointed candidate signs up to the contract of employment which the Council offered.
- 6. Contribution to strategic outcomes**
- 6.1 This post is responsible for influencing and contributing to the delivery of the objectives set out in the Corporate Plan.
- 7. Statutory Officers' comments (Chief Finance Officer (including procurement))**
- 7.1 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 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.

8. Assistant Director of Corporate Governance, Equalities

8.1 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.

8.2 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.

9. Use of Appendices

None.

10. Local Government (Access to Information) Act 1985

Not applicable.

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Report for: Staffing & Remuneration Committee- 22nd June 2017

Item numbers: 5

Title: Assistant Director-Area Regeneration

Report authorised by : Lyn Garner-Strategic Director of Regeneration, Planning and Development lyn.garner@haringey.gov.uk 0208 489 4523

Lead Officer: Aretha Pitkin - Human Resources
aretha.pitkin@haringey.gov.uk 0208 489 3116

Ward(s) affected: All

Report for Key/ Non Key Decision
Non Key Decision:

1. Describe the issue under consideration

- a. In late 2016 the decision was taken to restructure the Senior Level roles in Regeneration, Planning and Development. The key rationale for this was to:
- Facilitate change necessary for the HDV to be successfully implemented
 - Build more consolidated capacity around regeneration projects in the borough to aid delivery
 - Ensure that sustainable growth, inward investment and economic development remain front and centre of council focus
- b. Consultation with Unions has concluded and the recruitment and selection process has commenced.
- c. AD-Area Regeneration

During consultation there were expressions of interest for the role of AD-Area Regeneration. The employees who expressed an interest all currently hold Head of Service roles.

Interviews are scheduled for 14th June 2017, followed by Member interviews on the 22nd June 2017.

- d. 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.

- e. The Committee is therefore asked to approve the recommendation of the Interview Panel by appointing the candidate recommended 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-Area Regeneration on the salary proposed to the Committee which will be in the range of £95,700 to £111,300.
- 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 be as cost effective or offer the service the stability of a permanent appointment.

6. Background information

- a. The recruitment and selection process for the Assistant Director-Area Regeneration has been as follows:
 - i. Expressions of interest were submitted and supporting statements completed. Prospective appointees were invited to an interview following shortlisting of application forms. Successful staff will proceed to first interview stage.
 - ii. The first round of interviews were conducted by Lyn Garner, Helen Fisher and Zina Etheridge. This stage tested the candidates' technical abilities and leadership qualities.
 - iii. The candidates short-listed following the first technical interview will be interviewed by the following Member Panel:
Cllr Goldberg, Cllr Strickland, Cllr Ross and Cllr Sahota
 - iv. The Interview Panel may propose salaries within a pay range of £95,700 - £111,300 and recognise The Assistant Director-Area Regeneration as an HB1A role within the Council's Senior Leadership pay band.
 - 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. Assistant Director-Area Regeneration

The post of Assistant Director Area Regeneration was created as part of the Senior Leadership restructuring. The role was created in order to bring more senior capacity into the area of regeneration. This post will fall under the responsibility of the Director of Regeneration. The Post of AD Area Regeneration will oversee work in the North and South of Tottenham, along with the rest of the borough.

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 the posts of Assistant Director-Area Regeneration, 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.

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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