

NOTICE OF MEETING

SPECIAL STAFFING AND REMUNERATION COMMITTEE

Monday, 4th December, 2017, 2.00 pm (or on the rise of the interview panel, whichever is the later) - Parkland Walk 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. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS (IF ANY)

To receive any apologies for absence.

3. 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. It being a special meeting of the Committee, in accordance with the Council's Constitution, Part 4, Section B, Paragraph 17, no new items of urgent business shall be considered.)

4. 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

5. APPOINTMENT TO THE POST OF DIRECTOR OF CHILDREN'S SERVICES (PAGES 1 - 4)

Report of the Interim Chief Executive to appoint to the post of Director of Children's Services.

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 DIRECTOR OF CHILDREN'S SERVICES.

To consider exempt information in relation to agenda item 5.

Susan John, Principal Committee Co-ordinator
Tel – 020 84892615
Fax – 020 8881 5218
Email: susan.john@haringey.gov.uk

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

Friday, 24 November 2017

This page is intentionally left blank

Report for: Staffing & Remuneration Committee, 4 December 2017

Item number: 5

Title: Appointment to the post of Director of Children's Service

Report

authorised by : Zina Etheridge – Interim CEO
Zina.etheridge@haringey.gov.uk 0208 489 8690

Lead Officer: Liz Hammond – Interim Head of HR Transformation
liz.hammond@haringey.gov.uk 0208 489 1305

Ward(s) affected: All

Report for Key/ Non Key Decision
Non Key Decision:

1. Describe the issue under consideration

- 1.1 The position of Director of Children's services became vacant upon the resignation of Jon Abbey. His employment with the Council terminated on 3 August 2017. With effect from 31 July 2017, interim arrangements have been in place
- 1.2 The recruitment campaign commenced on 19 October with a high profile advert and executive search. This produced an initial longlist of 4 with 2 recommendations. Technical Assessments and a further shortlisting process will take place before a final Interview Panel on 4 December 2017.
- 1.3 In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution, Staffing and Remuneration Committee will approve the appointment of Director of Children's Services following the recommendation of the Interview Panel.
- 1.4 The Staffing and Remuneration Committee may only make or approve the appointment of the Director of Children's Services 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.

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, on the salary that is proposed

to the Committee. This salary will be in the range of £112,100 to £130,300 as set out in the Council's Pay Policy Statement 2017/18.

4. Reason for decision

- 4.1 The Council requires an officer in post designated as Director Children's Services to carry out all functions as set out in s18(2) of the Children Act 2004. This post is currently vacant and interim arrangements are presently in place. A permanent appointment to the role of Director of Children's Services is preferable to ensure long-term strategic leadership of the service and a more cost effective options than continuing under interim arrangements.

5. Alternative options considered

- 5.1 To continue with the existing or alternative interim arrangements for the Director of Children's Services.

6. Background information

- 6.1 Penna Recruitment were engaged as the Council's executive search partner. A recruitment and selection campaign commenced in October 2017. The closing date for the campaign was 10 November 2017. Four candidates were long-listed to proceed to the technical assessment stage which was conducted by Penna and an external interviewer. Short-listing will take place on 29 November 2017 and the final interview Panel will take place on 4 December 2017. The member interview panel will comprise of Cllr Weston, Cllr Morris and Cllr Sahota.

7. Contribution to strategic outcomes

- 7.1 This report proposes appointment to the role of Director of Children's Services. This officer is responsible for leading the Children's Services to deliver and achieve the strategic outcomes.

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

- 9.1 In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's constitution, the Committee will approve the appointment of the Director of Children's Services following the recommendation of such an appointment by the Interview Panel.
- 9.2 The Staffing and Remuneration Committee may only make or approve the appointment of the Director of Children's Services 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 In accordance with the Council's Pay Policy Statement and Part 3 Section B of the Constitution, where it is proposed to appoint an officer and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary.

10. Use of Appendices

10.1 Not applicable

11. Local Government (Access to Information) Act 1985

11.1 Not applicable.

This page is intentionally left blank