

NOTICE OF MEETING

SPECIAL STAFFING AND REMUNERATION COMMITTEE

Thursday, 14th December, 2017, 11.45 am (or on the rise of the interview panel, whichever is the later) - Highgate Wood, Podium North, River Park House, 225 High Road, N22 8HQ

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 HEAD OF AUDIT & RISK MANAGEMENT (PAGES 1 - 4)

Report of the Assistant Director Corporate Governance to appoint to the post of Head of Audit & Risk Management.

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 HEAD OF AUDIT & RISK MANAGEMENT

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, 06 December 2017

Report for: Special Staffing & Remuneration Committee 14 Dec 2017

Item number: 5

Title: Appointment to the post of Head of Audit and Risk Management

Report authorised by : Bernie Ryan – AD Corporate Governance
bernie.ryan@haringey.gov.uk

Lead Officer: Aretha Pitkin – HR Business Partner
aretha.pitkin@haringey.gov.uk

Ward(s) affected: All

Report for Key/ Non Key Decision
Non Key Decision:

1. Describe the issue under consideration

- 1.1 The position of Head of Audit and Risk Management will become vacant due to the resignation of Anne Woods. Anne's employment with the Council will end on 16th January 2018.
- 1.2 The recruitment campaign commenced on 23rd October 2017 with a high profile advert and executive search. This produced an initial longlist of 14 with 3 final recommendations. A first Interview Panel took place on 23rd November 2017. The panel consisted of Tracie Evans, Deputy Chief Executive, Bernie Ryan, AD Corporate Governance and Clive Heaphy, Chief Finance Officer (Section 151).
- 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 Head of Audit and Risk Management following the recommendation of the Interview Panel.
- 1.4 The Staffing and Remuneration Committee may only make or approve the appointment of the Head of Audit and Risk Management 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 £81,600-£94,700 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 Head of Audit and Risk Management to carry out all functions as set out in the Public Interest Disclosure Act 1988 and the UK Public Sector Internal Audit Standards 2013. A permanent appointment to the role of Head of Audit and Risk Management is preferable to ensure long-term strategic leadership of the service and a more cost effective option than an interim arrangement.

5. Alternative options considered

- 5.1 Interim arrangements to cover the Head of Audit and Risk Management role.

6. Background information

- 6.1 Hays 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 5th November 2017. 14 candidates were long-listed. 5 candidates were short-listed to proceed to the first stage interview. Two shortlisted candidates withdrew. 3 candidates were interviewed at the first stage interview on 23rd November 2017 and the member interview Panel will take place on 14th December 2017. The member interview panel will comprise of Cllr Brabazon, Cllr Demirci and Cllr Ross.

7. Contribution to strategic outcomes

- 7.1 This report proposes appointment to the role Head of Audit and Risk Management. This officer is responsible for Audit and Risk Management across the Council and establishing strategic risk, control and governance processes.

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.

Assistant Director of Corporate Governance

- 8.2 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 Head of Audit and Risk Management following the recommendation of appointment by the Interview Panel.

- 8.3 The Staffing and Remuneration Committee may only make or approve the appointment of Head of Audit and Risk Management 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. Use of Appendices

9.1 Not applicable

10. Local Government (Access to Information) Act 1985

10.1 Not applicable.

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