

## NOTICE OF MEETING

# SPECIAL STAFFING AND REMUNERATION COMMITTEE

**Friday, 28th September, 2018, 1.30 pm (or on the rise of the interview panel, whichever is the later) - Civic Centre, High Road, Wood Green, N22 8HQ**

**Members:** Councillors Julie Davies (Chair), Patrick Berryman, Zena Brabazon, Eldridge Culverwell (Vice-Chair) and Paul Dennison

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**

Under 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 OF DIRECTOR OF FINANCE (PAGES 1 - 4)**

Report of the Director of Customers, Transformation and Resources to appointment to the post of Director of Finance.

## **6. EXCLUSION OF THE PRESS AND PUBLIC**

Item 7 is likely to be subject to a motion to exclude the press and public be from the meeting 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, information relating to an individual.

## **7. APPOINTMENT TO THE POST OF DIRECTOR OF FINANCE**

To consider exempt information in relation to agenda item 5.

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

Thursday, 20 September 2018

**Report for:** Staffing & Remuneration Committee, 28<sup>th</sup> September 2018  
**2017**

**Item number:**

**Title:** Appointment to the post of Director of Finance

**Report authorised by :** Richard Grice, Director of Customers, Transformation and Resources [Richard.Grive@haringey.gov.uk](mailto:Richard.Grive@haringey.gov.uk) 0208 489

**Lead Officer:** Helen Gaffney - Human Resources  
[Helen.Gaffney@haringey.gov.uk](mailto: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**

- a. The establishment of the role of Director of Finance was report to this Committee on 26 March 2018.
- b. The recruitment and selection campaign commenced in July 2018. The initial field of 8 applicants subsequently produced a short list of 4 candidates. Technical interviews were held and 2 candidates were then recommended for progression to a final interview panel. The final inteveiw panel will take place on 28<sup>th</sup> September 2018.
- 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.
- e. The Council Staffing and Remuneration Committee may only make or approve the appointment of the Director of Finance 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**

Not applicable.

**3. Recommendations**

- a. That this Committee appoints the candidate recommended by the interview panel to the post of Director of Finance on the salary that is proposed to the Committee which will be in the range of £140,300 to £163,100.
- 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 Director of Finance has been as follows:
  - i. A recruitment and selection campaign commenced in July 2018, and produced a long-list of candidates interested in exploring a career in Haringey. PENNA were engaged to complete a campaign of advertising and executive search, with a closing date of 20 August 2018. 8 candidates initially applied and, of these, 6 proceeded to first interview stage. Of these, 2 candidates were short listed for the final panel.
  - ii. The first round of assessment consisted of interviews and psychometric testing. This stage tested the candidates' technical abilities and leadership qualities in relation to Haringey's Leadership Framework.
  - iii. The candidates short-listed following the first technical interview were interviewed by a Member Panel: Cllr Davies, Cllr Berryman and Cllr Dennison.
  - iv. The Interview Panel has proposed a salary which is within a pay range of £140,300 -£163,100 and is recognised as a HB3A 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 Director of Finance is a key role and part of the strategic leadership of the Council, responsible for the delivery of Council priorities and the Borough Plan.

**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. 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 and Part 4 Section K of the Council's Constitution, any proposed appointment to the post referred to in this report will require the approval of this Committee, following the recommendation of such an appointment by the Interview Panel.
- b. The Staffing and Remuneration Committee may only make or approve the appointment of the Director of Finance 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.
- c. 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**

Not applicable

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

Not applicable.

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