

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

Friday, 31st January, 2020, 3.30 pm (or on the rise of the interview panel, whichever is later) - Civic Centre, High Road, Wood Green, London N22 8LE

Members: Councillors Makbule Gunes (Chair), Patrick Berryman (Vice-Chair), Gideon Bull, Paul Dennison and Reg Rice

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 TO THE POST OF ASSISTANT DIRECTOR FOR EARLY HELP AND PREVENTION (PAGES 1 - 4)

In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution applicable at the time of advertisement, the Staffing and Remuneration Committee is required to approve the appointment of the Assistant Director for Early Help and Prevention, following the recommendation of the Interview Panel.

6. EXCLUSION OF THE PRESS AND PUBLIC

Item 7 is likely to be subject to a motion to exclude the press and public 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 ASSISTANT DIRECTOR FOR EARLY HELP AND PREVENTION

To consider exempt information in relation to agenda item 5.

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

Thursday, 23 January 2020

Report for: Staffing & Remuneration Committee: 31 January 2020

Title: Appointment to the position of Assistant Director for Early Help and Prevention

Report authorised by : Ann Graham – Director of Children’s Services
Ann.Graham@haringey.gov.uk 020 8489 3883

Lead Officer: Brenda McMahon - Human Resources
Brenda.McMahon@haringey.gov.uk 020 8489 3371

Ward(s) affected: All

Report for Non Key Decision

1. Describe the issue under consideration

- a. The recruitment and selection campaign for the 18 month Fixed Term/Secondment Assistant Director for Early Help and Prevention role began in October 2019. Following on from the shortlisting process, there were 3 candidates invited for technical assessment and 2 candidates were then recommended for progression to a final interview assessment. The committee concluded that 2 applicants should be put forward for final interview. The committee is requested to consider the applications for the post of the Assistant Director for Early Help and Prevention
- b. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council’s Constitution applicable at the time of advertisement, the Staffing and Remuneration Committee is required to approve the appointment of the Assistant Director for Early Help and Prevention, following the recommendation of the Interview Panel.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

- a. That the Committee interviews and decide an appointment as appropriate for the post of Assistant Director for Early Help and Prevention, subject to the objections process of the Cabinet whereby this Committee may only make or approve the appointment of the Assistant Director for Early Help and Prevention when:
 - (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.

- b. Subject to (a) above, that the appointment of the candidate to the post of Assistant Director for Early Help and Prevention will be on the salary that is proposed to the Committee. This will be in the range of £99,600 - £115,800 as set out in the Council's Pay Policy Statement.
- c. Subject to (a) above, any appointment made will take effect 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 for Early Help and Prevention has been as follows:
 - i. In October 2019, the Council appointed Penna as the recruitment partner to undertake a campaign of advertising and executive search for the Assistant Director for Early Help and Prevention. Following the closing of the role and the shortlisting process, 3 candidates were put forward for the first round of assessment to test the candidates technical abilities and leadership qualities. The outcomes of the technical interviews have been considered and 2 candidates have been shortlisted to take part in the final interviewing assessment.
 - ii. The shortlisted candidates will be interviewed by the Committee: Cllr Zena Brabazon, Cllr Tammy Palmer, Cllr Makbule Gunes, Cllr Mark Blake on 31 January 2020. Ann Graham, Director of Children's Services will be the Technical Advisor to the committee. There will also be a partners' interview panel as part of the interview assessment process with representation from the NHS, Adults Service, Stronger Communities and the Voluntary Sector (Bridge Renewal Trust).
 - iii. As part of the interview process, the 2 shortlisted candidates will have a Young People's interview with Aspire.

- iv. The post of Assistant Director for Early Help and Prevention has a proposed salary which is within a pay range of £99,600 to £115,800 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 £100,000 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 for Early Help and Prevention 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 Finance 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

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 consideration of applications for the post and the interview process by the

- a. The Staffing and Remuneration Committee may only make or approve the appointment of the Assistant Director for Early Help and Prevention 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.
- b. 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.