

NOTICE OF MEETING

STAFFING AND REMUNERATION COMMITTEE

Thursday 7 May 2020, 3.00 pm (or on the rise of the interview panel, whichever is later) - MS Teams meeting (view it [here](#))

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 OF FINANCE (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 of Finance, 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 OF FINANCE

To consider exempt information in relation to agenda item 5.

Felicity Foley, Acting Committees Manager
Tel – 020 8489 2919
Fax – 020 8881 5218
Email: felicity.foley@haringey.gov.uk

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

Wednesday, 29 April 2020

Report for: Staffing & Remuneration Committee, 7 May 2020

Title: Appointment to the post of Assistant Director of Finance

Report authorised by : Richard Grice, Director of Customers, Transformation and Resources
Richard.grice@haringey.gov.uk 0208 4891691

Lead Officer: Helen Gaffney - Human Resources
Helen.Gaffney@haringey.gov.uk 0208 489 4604

Ward(s) affected: All

Report for Non Key Decision

1. Describe the issue under consideration

- a. The recruitment and selection campaign for the role commenced in February 2020. From the initial field of 23 applicants, 7 candidates were invited for technical interview and test assessment. Of these, 2 candidates were recommended for progression to stakeholder assessments on 29 April 2020 and a final interview panel. The final interview panel will take place on 7 May 2020.
- b. In accordance with the Local Authorities Standing Orders (England) Regulations 2001 and Part 4 Section K of the Council's Constitution, the Staffing and Remuneration Committee will approve the appointment of the Assistant Director of Finance following the recommendation of the Interview Panel.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

- a. That this Committee accepts the recommendation of the Interview Panel and agrees the appointment of the candidate to the post of Assistant Director of Finance, subject to the objections process of the Cabinet whereby this Committee may only make or approve the appointment of the Assistant Director of Finance 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 of Finance will be on the salary that is proposed to the Committee. This will be in the range of £97,700 - £113,500 as set out in the Council's Pay Policy Statement.

- c. Subject to (a) above, that this appointment will take effect when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council.
- d. That the committee agrees that if the successful candidate decides not to accept the role for any reason and there is an alternative appointable candidate, recommended by the Member Panel that this candidate is appointed to the role subject to (a), (b) and (c) above.

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 of Finance has been as follows:
 - i. The recruitment and selection campaign commenced in February 2020. Given the nature of this role, it was considered necessary to undertake an executive search campaign in addition to advertising and so Penna Recruitment were identified to support the search. 23 candidates applied, 7 candidates proceeded to first interview stage and 2 candidates have been short listed for stakeholder assessment, test and final Interview Panel.
 - ii. The first round of assessment tested the candidates' technical abilities and leadership qualities in relation to Haringey's Leadership Framework.
 - iii. The short-listed candidates will be interviewed by a Member Panel: Cllr Gunes, Cllr Adje and Cllr Dennison on 7 May 2020.
 - iv. The post of Assistant Director of Finance has a proposed salary which is within a pay range of £97,700 -£113,500 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.

- c. It is proposed by the Council's Chief Finance Officer, the Director of Finance, to nominate the candidate appointed to this post as his Deputy Section 151 Officer for occasions where he is unable to act due to absence or illness, in accordance with section 114 Local Government Finance Act 1988. Pursuant to the duties of section 151 Local Government Act 1972, being the proper administration of the Council's financial affairs, and section 113 of the Local Government Finance Act 1988, the Deputy Section 151 Officer is required to be a member of a specified accounting body, namely a professionally qualified accountant.
- d. Following appointment to the post of Assistant Director of Finance of a professionally qualified accountant, the Council's Chief Finance Officer will confirm his deputy nomination in writing for communication across the authority.

7. Contribution to strategic outcomes

- a. The post of Assistant 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. A local authority shall appoint such officers as it thinks necessary for the proper discharge by the authority of such of their functions (section 112 Local Government Act 1972).
- b. 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.
- c. The Staffing and Remuneration Committee may only make or approve the appointment of the Assistant 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.
- d. 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.

- e. Under section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment to a Council post must be made on merit.
- f. It is for the Council's Chief Finance Officer to nominate a suitably qualified deputy to act in his absence, in accordance with the requirements of section 151 Local Government Act 1972 and sections 113 and 114 of the Local Government Finance Act 1988. This should be confirmed by the Chief Finance Officer following appointment to this post.

10. Use of Appendices

Not applicable

11. Local Government (Access to Information) Act 1985

Not applicable.