

## NOTICE OF MEETING

# SPECIAL STAFFING AND REMUNERATION COMMITTEE

**Tuesday, 17th November, 2020, 7.00 pm - MS Teams (view it [here](#))**

**Members:** Councillors Dhiren Basu (Chair), Julie Davies (Vice-Chair), Paul Dennison, Yvonne Say and Matt White

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**

It being a special meeting of the Staffing and Remuneration Committee, under Part 4(B), paragraph 17 of the Council's Constitution, no other business shall be considered at the meeting.

#### **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. CHANGES TO THE ROLE OF ASSISTANT DIRECTOR OF CORPORATE GOVERNANCE (PAGES 1 - 4)**

The Staffing & Remuneration Committee previously noted the contents of the report at the special meeting held on 2 November 2020. The report is attached as background information.

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

Item 7 is 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.

#### **7. CHANGES TO THE ROLE OF ASSISTANT DIRECTOR OF CORPORATE GOVERNANCE (PAGES 5 - 8)**

To consider exempt information in relation to Agenda Item 5.

#### **Report to Follow**

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Bernie Ryan  
Assistant Director – Corporate Governance and Monitoring Officer

River Park House, 225 High Road, Wood Green, N22 8HQ

Monday, 09 November 2020

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**Report for:** Staffing & Remuneration Committee

**Title of Report** Changes to the role of Assistant Director Corporate Governance

**Report authorised by** Zina Etheridge, Chief Executive

**Lead Officer:** Richard Grice

**Ward(s) affected:** All

**Report for Key/ Non-Key Decision:** Non-key

## 1. Describe the issue under consideration

- 1.1 The current span of services for which the role of Assistant Director of Corporate Governance is responsible, which include the Monitoring Officer function, Legal Services, Committee Services, Elections, Audit and Fraud is both wide and varied when compared with the rest of London. This, together with the impact of Covid 19 on the forthcoming 2021 elections and a key personnel change within the elections team, has given cause to review and change the way in which the responsibility for these services is configured.
- 1.2 The changes which are described in this report lead to the deletion of the post of Assistant Director of Corporate Governance and the displacement of the current post holder.
- 1.3 This Committee is being asked to approve the terms of release to the post holder based on this displacement.

## 2. Cabinet Member Introduction

Not applicable.

## 3. Recommendations

- a) That the Committee notes the content of the report;
- b) That the Committee approve the severance payment to the Assistant Director of Corporate Governance following consideration of exempt information as set out in Appendix 1 of the report.

**4. Reason for decision**

- 4.1 These service changes have led to the displacement of the Assistant Director of Corporate Governance and this Committee is asked to approve the severance payment connected to the displacement of the post holder, which the post holder is entitled to receive.

**5. Alternative options considered**

- 5.1 This change to the way in which services are configured is being implemented in line with the Councils restructure procedure and as such there are no alternative options to those that are being proposed.

**6. Background information**

- 6.1 The Monitoring Officer role in Haringey is responsible for a much wider spread of services than many other London Councils. In addition to being the Monitoring Officer and having responsibility for Legal Services (which includes Registrars), the role is also responsible for Committee services, Audit, Fraud and Elections.
- 6.2 The nature and scale of Haringey's ambitions mean that both the legal function and the role of Monitoring Officer are in themselves more challenging and require more input than in many other Boroughs.
- 6.3 With an experienced elections team in place the span of responsibility has been manageable, however the resignation of the current Elections Manager will affect the overall balance, partly because of the level of additional oversight his departure will necessitate but also due to the additional level of risk management and logistics that will be required for the May 2021 elections at a time of Covid 19 Pandemic.
- 6.4 The Fraud and Audit team could be more directly aligned with the Finance Service and will now come under the responsibility of the Director of Finance as they do in most other local authorities.
- 6.5 Leadership of the Elections Service will transfer to the Chief People Officer (who has managed this function in a neighbouring London Borough).
- 6.6 Consequently the role of AD Corporate Governance would be deleted and a new post of Monitoring Officer and Chief Legal adviser (final job title to be confirmed) would be established to act as the Monitoring Officer and lead Legal Services and Committee Services.
- 6.7 The new role has currently been evaluated at grade HC3A. Whilst not the main driver, this change will also enable the potential for a saving in the senior management structure.
- 6.8 As the Monitoring Officer is a Statutory role the reporting line would remain directly to the Chief Executive to ensure that the Monitoring Officer is most effectively enabled to play their role.

- 6.9 The deletion of the post of Assistant Director of Corporate Governance leads to the displacement of the current post holder. In accordance with the Council's restructure procedure this displacement means that a redundancy situation exists.

### **7. Contribution to strategic outcomes**

- 7.1 The restructure aims to establish a structure which will assist in the strategic leadership of the Council, and in delivery of the priorities identified in the Borough Plan.

### **8. Statutory Officers' comments**

#### **8.1 Finance**

The costs arising from the displacement of the Assistant Director of Corporate Governance will be met from Corporate Budgets.

The new role has currently been evaluated at HC3A (para 6.7), a lower grade than the deleted role. However, as the role hasn't yet been advertised, and it is still uncertain at what point in the range the new incumbent will be appointed on, it is prudent to not assume an organisational saving at this point, particularly given the strategic importance of this role and service to the Council overall.

#### **8.2 Procurement**

Not applicable

#### **8.3 Legal**

- 8.3.1 The Deputy Monitoring Officer and the Principal Lawyer Corporate Employment and Education have been consulted in the preparation of this report.
- 8.3.2 In accordance with Part 3 Section E Section 3 of the Constitution, the Chief Executive as the Council's statutory Head of Paid Services may make changes to the establishment for all staff including the Strategic Leadership Team and Statutory Officers as a result, such changes to be contained within existing budgets and in accordance with agreed procedures and legislative requirements.
- 8.3.3 The severance payment is under £100,000, therefore under the Council's Pay Policy Statement 2020/21, the payment does not need approval of this Committee. However, the post holder's terms of release and severance payment must be in accordance with the Council's procedures regarding organisational change, the Council's Redundancy Scheme, the Constitution, and any statutory or contractual requirements and or entitlements. As such, members do not have discretion to reduce these payments.

**9 Equality**

A full EqIA was not required due to the small impact upon the profile of the workforce.

**10 Use of Appendices**

Appendix 1 (exempt)

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

Appendix 1 is exempt as it contains information classified as “exempt” information under paragraphs 1 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972: namely that it contains information relating to any individual and also information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority



By virtue of paragraph(s) 1 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is exempt

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By virtue of paragraph(s) 1, 4 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is exempt

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