

Report for: Staffing & Remuneration Committee, 24 July 2019

Title: Appointment to the position of Head of Human Resources and Organisational Development

Report authorised by: Richard Grice – Director of Customers, Transformation and Corporate Services.
Richard.Grice@haringey.gov.uk 020 8489 1691

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 establishment of the role of the Head of Human Resources and Organisational Development was reported to this Committee on 7 May 2019.
- b. The recruitment and selection campaign for the role began in June 2019. From the initial field of 16 applicants, 7 candidates were invited for technical assessment and 2 candidates were then recommended for progression to a final interview and a further 2 recommended for further consideration panel. The Shortlisting Panel concluded that 4 applicants should be put forward for final interview. The final interview panel will take place on 24 July 2019.
- c. 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 will approve the appointment of the Head of Human Resources and Organisational Development, 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 where this is to appoint; agrees the appointment of the candidate to the position of Head of Human Resources and Organisational Development, subject to the objections process of the Cabinet whereby this Committee may only make or approve the appointment of the Head of Human Resources and Organisational Development 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 Head of Human Resources and Organisational Development 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, that this appointment 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 Head of Human Resources and Organisational Development has been as follows:
 - i. In May 2019, the Council appointed Penna as the recruitment partner following a mini competition to undertake a campaign of advertising and executive search, with a closing date of 5 July 2019. 16 applied for the role and 7 were put forward for the first round of assessment to test the candidate's technical abilities and leadership qualities in relation to Haringey's Leadership Framework.
 - ii. A Member Panel considered the outcomes of the technical interviews and shortlisted 4 candidates to take part in the final assessment.
 - iii. The short-listed candidates will be interviewed by a small Directors Panel and a Member Panel: Cllr Makbule Gunes, Cllr Tammy Palmer and Cllr Kaushika Amin on 24th July 2019.
 - iv. The post of Head of Human Resources 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 Head of Human Resources and Organisational Development 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

- 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 Head of Human Resources and Organisational Development 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.