

Report for: Staffing & Remuneration Committee: 19 March 2020

Title: Appointment to the post of Chief People Officer

Report authorised by : Richard Grice – Director of Customers, Transformation & Resources
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Ward(s) affected: All

Report for Non Key Decision

1. Describe the issue under consideration

- i. The recruitment and selection campaign for the Chief People Officer role began in February 2020 with a closing date of 28 February 2020. 22 candidates applied for the role and a long-list of 8 were considered and put forward for the technical assessment stage. Following the technical assessment the Member Panel considered the outcomes and short-listed 4 candidates to take part in the final assessment stage. The final assessment stages will take place on the 18 March 2020 and 19 March 2020.
- 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 Chief People Officer (Assistant Director level), following the recommendation of the Member Panel.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

- a. That the Committee accepts the recommendation of the Member Panel and agrees the appointment of the candidate to the post of Chief People Officer, subject to the objections process of the Cabinet whereby this Committee may only make or approve the appointment of the Chief People Officer 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 Chief People Officer to be on the salary that is proposed to the Committee by the Member Panel. 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.
- 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 Chief People Officer has been as follows:
 - i. In January 2019, the Council appointed Penna as the recruitment partner to undertake a campaign of advertising and an executive search for the Chief People Officer with a closing date of 28 February 2020. 22 candidates applied for the role and a long-list of 8 were considered and put forward for the technical assessment stage.
 - ii. Following the technical assessments the Member Panel considered the outcomes and short-listed 4 candidates to take part in the final assessment stage.
 - iii. The short-listed candidates will take part in a 2 day assessment process as follows:
 - iv. On the 18 March 2020 candidates will be interviewed by a small Stakeholder Panel made up of an Assistant Director, Heads of Service, an intern, an apprentice and a graduate followed by a small Directors Panel and a meeting with the Leader.

- v. On the 19 March 2020 candidates will be interviewed by the Member Panel: Cllr Kaushika Amin, Cllr Tammy Palmer and Cllr Makbule Gunes.
 - vi. The post of Chief People Officer 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.
 - vii. 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 Chief People Officer 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 cost of the Chief People Officer post, within the range set out above, can be met from the approved budget for this post.

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 Chief People Officer 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.

10. Use of Appendices

Not applicable

11. Local Government (Access to Information) Act 1985

Not applicable.