

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