



Haringey Council

General Purposes Committee 24 September 2009
Remuneration Committee 5 October 2009

Report Title: **Recruitment of Chief Executive**

Forward Plan reference number (if applicable): **[add reference]**

Report of: **Assistant Chief Executive (People & OD)**

Wards(s) affected: **ALL**

Report for: **Key decision**

1. Purpose

To outline the process for recruiting a new Chief Executive.

2. Recommendations

- 2.1 General Purposes Committee to formally nominate Councillor Meehan as the member from the committee to take part in the recruitment and selection process, and note the agreed remaining panel participants.
- 2.2 Remuneration Committee to agree the grade for the new Chief Executive will be £175,724 to £199,736 with additional performance points as identified in paragraph 9 based on April 2008 rates of pay, and note that the post will be advertised at c.£190k to attract the right calibre of candidate.

Report Authorised by: **Stuart Young, Assistant Chief Executive (People & OD)**

Contact Officer: **Steve Davies, Head of Human Resources, 020 8489 3172**

3. Local Government (Access to Information) Act 1985

- 3.1 No documents that require to be listed were used in the preparation of this report.

4. Financial Implications

- 4.1 The new post and grade will increase the employment costs by between £23,273 per annum at the minimum of the new grade and £22,336 per annum at the maximum of the grade assuming the employee is in the pension scheme. These costs will be contained within existing cash limits.

5. Legal Implications

- 5.1. The constitution adopted by the Council in April 2007 and amended by General Purposes Committee in December 2007 requires that appointments to chief officer and deputy chief officer posts be a non-Executive function carried out via the General Purposes Committee. The membership and chairing of the appointment panel will be determined by the Leader and the Chair of General Purposes Committee. A nomination from this committee is therefore required for the recruitment processes outlined above.

6. Equalities Implications

- 6.1 Any advertising strategy will be appropriate to the need to attract the right candidate and will ensure that we meet our equal opportunities recruitment policy.

7. Background

Dr Ita O'Donovan, Chief Executive will be retiring from her post in February 2010. Therefore the process for recruiting a new chief executive needs to start now.

SOLACE Enterprises have been appointed as the recruitment search consultants following a tender exercise. Their role, together with the Head of Human Resources, will be to facilitate the attraction and appointment of a new Chief Executive.

8. Recruitment

The timetable for recruitment in broad terms is as follows

- Attracting candidates for the post through search and advert – September to early October
- Assessment centres for shortlisted candidates – October – early November
- Interview and selection – Mid November

The interview panel for the role has been identified as

Cllr Claire Kober
Cllr Lorna Reith
Cllr George Meehan
Cllr Eddie Griffith
Cllr Robert Gorrie
Cllr Richard Wilson
Cllr Sara Beynon

9. Pay

As part of the attraction strategy it is recognised that a review of the grade of the postholder is required to attract the right calibre of officer. Following benchmarking with other London authorities and comparison with London authorities currently out to advert for Chief Executives it has been determined that the new salary range for the new postholder will be as follows.

175724	
179156	
182585	
186017	
189440	
192872	
196304	
199736	
203168	} Additional performance pay points
206600	
210032	

This is based on April 2008 pay rates. Any resultant pay awards will be applied to this grade.

To attract the right calibre of candidate it has been agreed that the advert will state a salary of c.£190k.

The Council's current performance scheme for the Chief Executive provides that pay progression is linked to performance. It is not proposed to amend the scheme at this time. Three performance pay points are included at the top of the grade to enable Remuneration Committee to consider reward should the postholder reach the highest point of the grade (£199736).