

Report for: Appointments Panel – Public

Title: Proposed Fixed Term Appointment to the Post of Director of Safeguarding and Social Care

Report authorised by: Ann Graham – Corporate Director of Children’s Services

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Ward(s) affected: All

Report for: Non-Key Decision

1. Describe the issue under consideration

This report seeks approval from the Appointments Panel to appoint to the post of Director of Safeguarding and Social Care on a Fixed-Term Contract (FTC), without undertaking the standard full recruitment process for a permanent executive-level appointment.

2. Cabinet Member Introduction

1.1. Not applicable.

3. Recommendations

- 3.1. The Appointments Panel approve a proposed direct appointment on a Fixed-Term Contract basis to the role of Director of Safeguarding and Social Care without following the full permanent recruitment process, in recognition of the urgent operational need and recent unsuccessful recruitment outcome.
- 3.2. The fixed-term arrangement provides time and service continuity while a refreshed strategy for permanent recruitment is developed.
- 3.3. To approve the Fixed-Term Contract for a period of up to 12 months, providing service continuity and time to plan for a revised permanent recruitment approach.
- 3.4. The proposed salary for the FTC role will fall within the Council’s HB1 pay band (£112,202 – £130,185), subject to agreement by the Appointments Committee.
- 3.5. To note that in accordance with the Part 4 Section K paragraph 4(c), the offer of appointment to a Director shall only be made where
 - (a) no objection has been made by any member of the Cabinet, or
 - (b) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.
- 3.6. Subject to (3.1) 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.

4. Reason for decision

- 4.1. 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.
- 4.2. The role is critical to safeguarding children and vulnerable families and requires stable leadership.
- 4.3. The Council has already undertaken a permanent recruitment campaign without success. A full rerun of the process at this time would not be value for money.
- 4.4. This FTC offers a pragmatic and cost-effective solution.

5. Alternative options considered

- 5.1. To fill this role on a temporary basis. However, this would not be as cost effective nor offer the service the stability that of a fixed term appointment.

6. Background information

As set out above.

7. Contribution to strategic outcomes

- 7.1. The post of Director of Director of Safeguarding and Social Care 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

Finance (including Procurement)

- 8.1. The cost of the post Director of Safeguarding and Social Care falls within the range set out above, can be met from the approved budget for this post.

Head of Legal & Governance (Monitoring Officer)

- 8.2. 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).
- 8.3. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 ("the 2001 Regulations") and Part 4 Section K of the Council's Constitution, any proposed appointment to the post of Director of Safeguarding and Social Care for a fixed term of 12 months will be required to be appointed by this Committee. In addition, the 2001 Regulations state that where a committee or a sub-committee of the council is discharging the function of appointment on behalf of the authority, at least one member of the cabinet must be a member of that committee or sub-committee.
- 8.4. In accordance with the Part 4 Section K paragraph 4(c), the offer of appointment to a Director shall only be made where:

- (i) no objection has been made by any member of the Cabinet, or
- (ii) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.

8.5. 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 Appointments Panel must consider and approve the proposed salary.

8.6. 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.

9. Use of Appendices

9.1. Not applicable.

10. Local Government (Access to Information) Act 1985

10.1. Not applicable.