

Item number: **Leader's Non key decision on the Cabinet job share role for Cabinet Member Portfolio for Health and Social Care Cabinet role – 15 September 2026**

Title: **Arrangements for Job Share of Cabinet Member portfolio role for Health and Social Care**

Report authorised by: Fiona Alderman, Director for Legal and Governance (Monitoring Officer)

Lead Officer: Ayshe Simsek – Democratic Services and Scrutiny Manager

Ward(s) affected: N/A

Report for Key/ Non-Key Decision: N/A

1. Describe the issue under consideration

- 1.1 At the Annual council meeting on the 20th of May, it was noted that the Leader of the Council had appointed Councillors Tehseen Khan and Hannah Ward to the Cabinet Member Portfolio for Health and Social Care on a rotational basis with one councillor holding the required executive decision making functions of the portfolio for the first 6 months of the municipal year and the second member holding the required executive decision making functions for the final six months of the municipal year.
- 1.2 It was then further agreed that Cllr Tehseen Khan would be the lead decision making Cabinet member between 21 May 2026 and 16 of November 2026 and Cllr Hannah Ward would be the lead decision making Cabinet member from 24th of November to the 17 May 2027(Annual Meeting).
- 1.3 Subsequently the practicalities have been realised of ensuring that both Cabinet Members are able to be supported to develop and lead these roles effectively in their rotational period of office which is essential given that this portfolio role for Adults carries statutory functions. It is also recognised that both job share councillors need to have equal oversight of the responsibilities and functions prior to a handover of the decision-making role. Both councillors need to be kept abreast of key issues and develop and lead the Cabinet portfolio area in the coming year. This means that both councillors need to have some day-to-day interaction and engagement with the Cabinet portfolio functions when they are not in the decision-making role. Additionally, officers, residents, partners need to have some guidance on the difference between both councillor roles, especially when they both may be attending public and informal meetings, being provided briefings on key sensitive areas and representing the council in partnership bodies. Therefore, this report seeks to set out some clear understanding on how the Job share roles will work in practice.

- 1.4 This report also responds to the governance requirement to clearly set out how these arrangements meet the requirements of the Council's Constitution in relation to the delegation of executive functions and follow section 9C(5) of the Local Government Act 2000 which states the number of members of a local authority executive may not exceed 10.
- 1.5 Research has been undertaken of constitution and processes of other councils that have a cabinet job share role. Brighton did have a job share role but the number of cabinet members including leader did not exceed 10 so there was not an issue with conforming to legislation requirements on the Executive Leader Cabinet Model. Tower Hamlets also had a past provision for Job Share Cabinet role, but they followed a different governance model. Lambeth were able to have 12 cabinet members sharing 10 portfolios, but their Constitution wording allowed this and they had provision for this in their Member Allowance Scheme. Haringey Constitution is very clear on the member roles being allocated to a member rather than portfolio. Therefore, as a way forward there is a need for a report to define a decision maker cabinet member role and a non-decision-making cabinet role. This report facilitates this and as the Leader appoints Cabinet is put forward as a non-key Leader decision.
- 1.6 Therefore to meet: Haringey governance requirements, legislation requirements and practicalities of the job share role for this statutory Cabinet role, it is proposed whilst Cllr Khan is the decision maker of the Adults and Health portfolio and takes forward the executive responsibilities associated with this role and set out in the constitution from 21 May to 16 November 2026, that Councillor Ward can participate informally in the council business associated with the Cabinet portfolio during this period. Then, from the 17th of November to the 17th of May 2027, (Annual Council) the councillors swap roles and Cllr Ward is the Cabinet member decision maker for Adults and Health.

2. Cabinet Member Introduction

N/A

3. Recommendations

- 3.1 To confirm that Cllr Tehseen Khan is the decision-making Cabinet portfolio holder for Adults and Health and hold the portfolio responsibilities outlined at paragraph from the 21st of May to the 24th of November.
- 3.2 To confirm that Cllr Hannah Ward is the non-decision-making Cabinet portfolio holder for Adults and Health taking forward an advisory and non-decision-making role between the 21st of May 2026 to 24th of November 2026.
- 3.2.1 To confirm that Cllr Hannah Ward is the decision-making Cabinet portfolio holder for Adults and Health and hold the portfolio responsibilities outlined at paragraph 6.3 from the 24th of November to the 17th of May 2027
- 3.2.2 To confirm that Cllr Tehseen Khan is the non-decision-making Cabinet portfolio holder for Adults and Health taking forward an advisory and non-decision-making role between the 24th of November 2026 to the 17th of May 2027.
- 3.2.3 To note the voluntary special responsibility allowances allocation set out at section 6.9.

4 Reasons for decision

- 4.1 The allocation of the non-decision maker role is, advisory and by its definition means that the council is adhering to the maximum 10 decision making portfolio roles in Cabinet.
- 4.2 To meet governance and constitutional requirements requirement as well as Article requirement for the Leader to maintain setting out which individual Cabinet members, Committees of the Cabinet or officers are responsible for the exercise of particular Cabinet functions.

5 Alternative options considered

To not have a non-decision maker role allocation but this would mean that there is no reference point or clarification point on how the job share will work and meet the constitutional requirements of executive functions.

6. Background

- 6.1 As set out at paragraphs 1.1 to 1.6.
- 6.2 The Council's Constitution at Section 2 Articles 7.05 Other Cabinet Members sets out that The Leader will determine the number of Cabinet members to be appointed which will be between 2 and 9 (in addition to the Leader). Each Cabinet member will be appointed by the Leader to cover one of the specific portfolio responsibilities (other than those reserved to the Leader) determined by the Leader. The Leader or a Cabinet Member must hold the specific statutory portfolio responsibility for Children's Services and a separate portfolio responsibility for Adult Services.
- 6.3 The Cabinet Portfolio for Adults and Health covers:
- Adult social care
 - Reduction in gender-based violence
 - Mental health and wellbeing
 - Refugee and migrant support
 - Public Health
 - Safeguarding adults
 - Transitions (joint with Cabinet Member for Children and Schools)
 - Modern slavery
- 6.4 From a governance perspective, it is essential to set out how this Job Share role will work and that the Council only has 10 Cabinet Members carrying out executive decision-making functions. It is also important for officers of the Council to understand how these roles will work especially in the sharing of information and participation in council meetings as well as with the accountability for the budget area of Adults and Health.
- 6.5 As these roles will be decision making on a rotational 6-month basis but with each postholder also involved in the portfolio in an advisory capacity as well, it is

proposed, for internal council working purposes, the advisory role could be called a non-decision maker and to be clear for governance purposes that this role **would not entail:**

- Taking executive decisions, in Cabinet, as signings or on a Cabinet committee
- Exercising delegated executive powers,
- Voting or chairing Health and Wellbeing Board,
- Agreeing key decisions statutory Forward Plan,
- Agreeing late items of urgent business for meetings chaired by the decision maker portfolio holder,
- Agreeing the change in a meeting date of HWB,
- Being a substitute voting member of the Appointments Panel when decision making on a Director post,
- Not be a substitute voting member on a dismissal appeal panel or Disciplinary, Dismissal and Grievance Panel,
- Attend a Scrutiny Panel or main OSC committee to answer Cabinet questions
- Be consulted on a significant delegated officer decision
- Answering a question on a Cabinet report when not the decision maker
- Answering Full Council Oral questions or Public Questions
- Taking forward and signing non-executive urgent decisions relating to Adults Services ie Health and Wellbeing Board.
- Participating in Outside bodies that are Association and "Partnership" bodies, which mainly exercise "executive" functions
- Adults and Health budget accountability.

6.6 The opposite of the above would apply for the decision-making portfolio holder.

6.7 To clarify that non decision maker role would be able support the Leader and Cabinet Member(s) through engagement with stakeholders, policy development, analysis of emerging Adult services issues and provision of advice. **They would be able to:**

- Attend Internal officer and decision maker Cabinet member briefing and one to one meeting in an advisory capacity.
- Liaise with officers in Adults and Health.
- Support policy development by considering and informing draft reports.
- Represent the council at appropriate events where authorised.
- Attend Cabinet meetings in a non-Cabinet member capacity and sit with Cabinet but not answer questions for the decision maker portfolio holder and not vote.
- Attend Informal Cabinet meetings.
- Have a 'Need to Know' by virtue of their Job Share role and be able to access exempt information considered by Cabinet.
- Individually accountable for their handling of personal data and confidential information.

- 6.8 Where the decision maker member is unable to act due to a conflict of interest, the matter would need to be referred to the Leader and not the non-decision maker as they would not be appointed in this capacity due to only having up to 10 Cabinet members at one time.
- 6.9 In relation to the special responsibility allowance, the two job share councillors have advised the HR Team voluntarily and independently that they wish to split the SRA for the Cabinet member role. Therefore, Cllr Ward and Cllr Khan will receive a SRA payment of £12,721.50 @ 50% over 12 months. The two councillors recognise the role and responsibility of the decision maker function of this statutory Cabinet member role. An amendment to the Member Allowance scheme and SRA allocation is not required as to show the split payment and this would be misleading and indicate that there were 11 Cabinet member positions. Also, Haringey's Member Allowance scheme indicates that definition of the special allowance is for undertaking constitutional decision-making roles the mayor and deputy leader defined as having additional allowances. Given that there is set out within this report a clear separation of the decision making and non decision-making role of the Cabinet member job share. should not attract an SRA solely because of its title. The independent remuneration Panel for London Allowances report sets out that *Where a role is purely advisory, without decision-making authority, statutory responsibilities, budget accountability, or exceptional time commitments, an SRA may not be justified.*

Contribution to the Corporate Delivery Plan 2024-2026 High level Strategic outcomes

Good governance practices are critical in the effective management of an organisation. This includes openness and transparency to residents on decision making

7 Statutory Officers comments (Director of Finance (procurement), Head of Legal and Governance, Equalities)

Finance

- 8.1 There is no financial impact on the Member Allowances scheme.

Legal

- 8.2 The Leader may discharge all the Council's "executive" functions or may arrange for the discharge of any of those functions by:
The Cabinet;
A Cabinet member;
A Committee of the Cabinet; or
An officer
The Leader will maintain a list in this Constitution or the appendices to it setting out which individual Cabinet members, Committees of the Cabinet or officers are responsible for the exercise of particular Cabinet functions

Equality

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act

Advance equality of opportunity between people who share protected characteristics and people who do not

Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

The recommendations relate to constitutional and legislative matters and there are no equalities issues identified relating to the recommendations in the report.

8 Use of Appendices

None

9 Background Papers

9.1 The Council Constitution.