

Agenda item:

[No.]

General Purposes Committee

On 10th March 2011

Report Title. Rethinking Haringey – Member Appointment Panels

Report of **Steve Davies, Head of Human Resources**

Signed :

Contact Officer : Steve Davies

Wards(s) affected: **all**

Report for: **non key**

1. Purpose of the report

1.1. To establish Member appointment panels for staffing changes arising from Rethinking Haringey

2. State link(s) with Council Plan Priorities and actions and /or other Strategies:

2.1. none

3. Recommendations

3.1. Members to note that consultation is yet to complete on the proposed changes in Rethinking Haringey.

3.2. That Members establish appointment panels as described at paragraph 6.3 and 6.4 of the report.

4. Reason for recommendation(s)

4.1. To appoint to the new organisational structures as proposed in the Rethinking Haringey paper.

5. Other options considered

5.1. N/A

6. Summary

- 6.1. Rethinking Haringey proposes changes to the Council's organisational structure. The proposals are currently out to consultation with staff and there is a possibility of some changes. Nonetheless it is prudent to plan for implementation of the proposals by identifying Member appointment panels for those jobs at Chief Officer and Deputy Chief Officer.
- 6.2. The Council constitution at Part 4 section K4 provides that Member appointment panels should be determined by the Leader and Chair of General Purposes Committee.
- 6.3. The Committee is therefore asked to establish panels for the following jobs:

Job	Ringfence comment	Candidate(s)
Deputy Director Adult & Community Services	Closed ringfence	2
Head of Benefits, Local Taxation & Customer Services	Open ringfence	1
Assistant Director Finance	Advertisement required	None
Assistant Chief Executive	Open ringfence	1
Head of Local Democracy Services	Open ringfence	2
Director of Place & Sustainability	Advertisement out early March	None
Assistant Director One Frontline	Advertisement required	None

6.4 The Committee is also asked to establish a Member panel to authorise the recommendations of the Chief Executive for the following closed ringfences.

Job	Ringfence comment	Candidate(s)
Director of Adult & Housing Services	Closed ringfence	1
Deputy Director Prevention & Early Intervention	Closed ringfence	1

6.5 The timetable for ringfence posts is being determined by officers and will need to proceed as soon as practicable following the close of consultation this month. For those jobs due to be externally advertised, timetables will be as determined by the relevant services.

7. Chief Financial Officer Comments

7.1. There are no financial implications arising from this report, that have not been the subject of comment in Rethinking Haringey

8. Head of Legal Services Comments

8.1. The proposals in this report accord with the Council's constitution, which requires the appointment of designated officers at the level of Chief Officer and Deputy Chief Officer to be at a Member level. This provision takes account of the statutory restriction regarding appointments that can be made by Members.

9. Equalities & Community Cohesion Comments

9.1. Members should attempt to ensure that appointment panels are balanced certainly in respect of race and gender. Appointment should be based on merit and the standard Council recruitment/reorganisation processes used.

10. Consultation

10.1. Rethinking Haringey is currently subject to consultation

11. Service Financial Comments

11.1. There are no financial implications arising from the appointment of staff to Rethinking Haringey. All salary commitments and recruitment costs will be met from existing service budgets.

12. Use of appendices /Tables and photographs

12.1. none

13. Local Government (Access to Information) Act 1985

13.1. Rethinking Haringey