

APPENDIX 1: Consultants and Interims at 30.09.14

ESTABLISHED POSTS COVERED BY AN INTERIM																	
Dir	Business unit	Manager	Title	Post number	Start date	End Date	Advert appears	Anticipated Start Date	Name of consultancy / agency	Daily Rate	Days per week	Approximate Cost per year	Annual salary of established post	Net cost	Funding Stream	Reason for engagement & benefits	Recruitment Plan
COO	Community Housing Services	Tracie Evans	Housing Needs & Lettings	50088922	03/12/2013	31/12/2014	no info received		Penna Recruitment Agency	£ 600.00	5	£ 120,000.00	£ 84,188.00	£ 35,812.00	Rev.	Cover needed for Head of Housing Needs & Lettings	
COO	ICT	Barter, Sarah	Senior PMO & Resourcing Officer	50107048	10/06/2014	05/12/2014	pending completion of ICT design for Shared Service Centre		Hays plc - LBH - Vic Ebury Gate VMS	£ 309.36	5	£ 81,872.00	£ 63,000.00	£ 18,872.00	Rev.	To support IT projects, ensure compliance with PMF and support SMT to manage project resourcing, risks and issues	Recruitment on hold until design work to move ICT into Support Services Centre complete.
COO	ICT	McClure, Julia	Business Systems Project Manager	50065175	04/01/2010	31/10/2014	pending completion of ICT design for Shared Service Centre		Hays plc - LBH - Vic Ebury Gate VMS	£ 409.36	4	£ 81,872.00	£ 68,800.00	£ 13,072.00	Rev.	To cover secondment of permanent postholder to CST programme	Depends on design for ICT to move into Support Services Centre
COO	ICT	Paramanathan, Jegath	Application Packager	50103239	24/03/2014	14/12/2014	15/01/2015	31/03/2015	Badenoch and Clark Ltd - Haringey	£ 334.36	5	£ 66,872.00	£ 51,946.00	£ 14,926.00	Rev.	Required to package applications for Citrix	Recruitment on hold, decision whether work should move from Citrix to AppV. Will affect skills required
COO	ICT	Higginson, Mark	Infrastructure Engineer (Citrix specialist)	50123671	27/01/2014	03/10/2014	01/11/2014	31/03/2015	Open Link Resource Ltd - HQ	£ 433.34	5	£ 86,668.00	£ 61,845.93	£ 24,822.07	Rev.	Cover for permanent vacancy-resource Shortage in the market for permanent Citrix candidates.	Role to be recruited - Advert to be placed.
COO	ICT	Hatley, David	IT Front Line Analyst	50218891	16/06/2014	28/11/2014	pending completion of ICT design for Shared Service Centre		Open Link Resource Ltd - HQ	£ 229.36	5	£ 45,872.00	£ 43,254.12	£ 2,617.88	Rev.	Covering seconded position - future role will depend on the design for ICT in the Support Services Centre	
COO	ICT	Higginson, Mark	Infrastructure Engineer (Citrix specialist)	50107068	15/10/2012	31/12/2014	01/11/2014	31/03/2015	Open Link Resource Ltd - HQ	£ 440.14	5	£ 88,028.00	£ 61,845.93	£ 26,182.07	Rev.	Cover for permanent vacancy-resource Shortage in the market for permanent Citrix candidates.	Role to be recruited - Advert to be placed.
COO	ICT	Paramanathan, Jegath	Application Packager (current vacancy)	50097782	21/11/2011	07/12/2014	15/01/2015	31/03/2015	Hays plc - LBH - Vic Ebury Gate VMS	£ 349.36	5	£ 69,872.00	£ 53,075.81	£ 16,796.19	Rev.	Interim cover to provide essential packaging capacity until new capacity sourcing model agreed	Recruitment on hold, decision whether work should move from Citrix to AppV. Will affect skills required
COO	ICT	Barter, Sarah	Infrastructure Manager	50107072	21/04/2014	05/12/2014	n/a sickness cover	n/a	Hays plc - Hays Direct Delivery Team	£ 499.36	5	£ 99,872.00	£ 87,600.00	£ 12,272.00		Covering long term sickness of Deputy Ops Mngr	Covering Infrastructure Manager post due to long term sickness
COO	ICT	Higginson, Mark	TDA (Sharepoint Specialist)	50097896	07/11/2013	31/12/2014	01/11/2014	31/03/2015	Open Link Resource Ltd - HQ	£ 427.64	5	£ 85,528.00	£ 67,947.41	£ 17,580.59		Interim technical specialist, supporting Sharepoint, BAU support. Assigned to HFH and CHS pending permanent recruitment	Role to be recruited - Advert to be placed.
COO	Environmental Services & Community safety	Stephen McDonnell	Head of Libraries and Culture	50214073	16/12/2013	19/12/2014	Currently offered as development secondment	Aim for December 2014	Ogders Interim Recruitment Agency	£ 750.00	5	£ 150,000.00	£ 79,392.00	£ 70,608.00	Rev.	To cover perm vacancy & to work on the CST programme.	Been advertised as internal development opportunity currently. Awaiting decision on permanent external recruitment
COO	HR	Tracie Evans	A.D. HR	50004523	05/08/2013	31/03/2015	To be reviewed as part of the Senior Post review.		Penna Recruitment Agency	£ 730.00	5	£ 146,000.00	£ 134,000.00	£ 12,000.00	Rev.	To shape a new post; develop a 3 year Workforce Plan & provide strategic advice to SLT re: corporate transformation	To be reviewed as part of the Senior Post review.
COO	Single Frontline Services	Stephen McDonnell	Assistant Director Single Frontline	50214074	07/05/2013	31/12/2014	post to be deleted		Ogders Interim Recruitment Agency	£ 600.00	5	£ 120,000.00	£ 108,141.91	£ 11,858.09	Rev.	Interim cover backfill AD SFL post: Traffic Management, Neighbourhood Action Team, Regulatory Services post	Proposed to delete post on 31/12/2014
DCE	Schools & Learning	Jon Abbey	Head of Schools HR	50004623	01/07/2013	30/09/2014	13.10.2014	01/01/2015	Penna Recruitment Agency	£ 600.00	5	£ 120,000.00	£ 79,396.35	£ 40,603.65	Rev.	To cover perm vacancy pending completion of HR review	Advert to appear 13.10.14 if successful candidate identified they should start by 1.1.15

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DCE	Schools & Learning	Wilkie, Sue	Head of Governors Support	50083065	02/09/2013	15/09/2014	ad appears Nov 14	Feb. 15	Hays plc - LBH - Vic Ebury Gate VMS	£ 541.64		£ 108,400.00	£ 60,738.00	£ 47,662.00		Interim cover pending permanent recruitment	We have been utilising this arrangement to help build and design the role and establish strong relationships with schools. We are now reviewing the JD and bench marking with other LAs to ensure we are competitive. We intend to advertise in November and start someone in post by 02.15 assuming notice periods will apply
DCE	Children's Services	Lisa Redfern	Head of Safeguarding & Quality Assurance	50216589	09/12/2013	10/10/2014	Recruitment completed	30/09/2014	Agency - iPeople	£ 750.00	5	£ 150,000.00	£ 134,000.00	£14,000	Rev.	To work on Ofsted Readiness following transfer of ER to Interim QA AD	Recruitment exercise completed and this interim ends on 10.10.14
DCE	Children's Services	Myra O'Farrell	Service Manager Conference and Review	50027580	02/04/2014	14/11/2014	October	February	Ipeople	£ 464.00	5	£ 92,800.00			Rev.	To provide cover pending restructure	Small restructure has just taken place. Adverts will appear in October with interviews in Dec. If successful, candidate will start in Feb depending on notice periods. This interim ends 14.11.14
DCE	Children's Services	Neelam Bhardwaja	Head of Service, First Response	50003282	03/03/2014	28/02/2015	20/10/14	by Feb 15	Ipeople	£ 600.00	5	£ 120,000.00	£ 88,976.21	£ 31,023.80	Rev.	To provide cover pending restructure	This has been advertised once without success. Second advert to appear w/c 20.10.14 with 9.11.14 closing date. If successful candidate is identified they will start in either 01.15 or 02.15 dependng on notice requirements.
DCE	Children's Services	Sean Segal	CP Chair / LADO	50003760	08/04/2014	31/01/2015	advert appears Nov. 14	31/03/2015	Hamptons	£ 371.00	5	£ 74,200.00	£ 62,787.11	£ 11,412.89		To provide cover pending restructure	Currently doing small restructure but will be in position to advertise the role in November, interviews in December and if we identify a suitable candidate they should start by March 2015 depending on notice periods
DCE	Children's Services	Sean Segal	Child Protection Chair	50003748	11/08/2014	31/10/2014	ad appears in Oct.14	31/03/2015	Hays	£ 331.00	5	£ 66,200.00	£ 62,787.11	£ 3,412.89		To provide cover pending restructure	Small restructure has just taken place. Adverts will appear in October with closing date in November and interviews in Dec. If successful candidate is identified they will start in Feb depending on notice periods
DCE	Children's Services	Myra O'Farrell	Independent Reviewing Officer	50003751	09/06/2014	31/01/2015	20/10/2014	31/03/2015	Hamptons	£ 370.00	5	£ 74,000.00	£ 62,787.11	£ 11,212.89	Rev.	To provide cover pending restructure	Small restructure has just taken place. Adverts will appear in October with closing date in November and interviews in Dec. If successful candidate is identified they will start in Feb depending on notice periods. This interim does end on 14.11.14
DCE	Children's Services	Neelam Bhardwaja	Head of Service Safeguarding & Support	50160510	24/02/2014	24/10/2014	20/10/2014	31/03/2015	Ipeople	£ 600.00	5	£ 120,000.00	£ 84,188.00	£ 35,812.00	Rev.	This has been advertised once without success. Second advert to appear w/c 20.10.14 with 9.11.14 closing date. If successful candidate is identified they will start in either 01.15 or 02.15 dependng on notice requirements. We will need to replace the interim that is leaving to cover until	
DCE	Children's Services	Neelam Bhardwaja	Head of Service, Children in Care	50003356	06/05/2014	28/02/2015	20/10/2014	31/03/2015	Taylor Davenport	£ 615.00	5	£ 123,000.00	£ 88,976.21	£ 34,023.80	Rev.	To add capacity pending reorganisation	Transferring to Hays framework contract. Advert to appear w/c 20.10.14 with 9.11.14 closing date. If successful candidate is identified they will start in either 01.15 or 02.15 depending on notice requirements
DCE	Children's Services	Neelam Bhardwaja	Head of Service, Adoption & Fostering	50003609	29/04/2013	31/03/2015			Sanctuary Personnel Ltd	£ 517.50	3	£ 62,100.00	£ 88,976.21	-£ 26,876.21	Rev.	Interim cover for perm vacancy	Review of service design options is ongoing until March 2015
DCE	Children's Services	Charlotte Pomey	Head of Youth	50122128	01/07/2013	31/10/2014			Self Employed ESI Ref: LS774CWKC3Y JAK	£ 460.00	5	£ 92,000.00	£ 84,188.00	£ 7,812.00	Rev.	Interim cover to Head of Youth and Community Participation	Review of options is on going until March 2015

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DCE	Commissioning	Pomery, Charlotte	Commissioning Manager	50052628	07/04/2014	24/10/2014	Oct.14	01/02/2015	Hays plc - LBH - Vic Ebury Gate VMS	£ 335.28	5	£ 67,056.00	£ 86,584.00	£ 19,528.00		Cover for vacancy pending recruitment later in the year.	Advert October, interviews November , candidate to start by February 2015
DCE	Adults Social Services	Beverley Tarka	Interim Head of Service	50003879	01/08/2014	31/12/2014	14/10/2014	asap	Hays plc - LBH - Vic Ebury Gate VMS	£ 575.00	5	£ 115,000.00	£ 88,976.21	£ 26,023.80	Rev.	Without this cover the Director would be forced to act down which has not been sustainable.	Recruitment on hold until service design is complete in April 2015.
									TOTAL			£ 2,627,212.00	£ 2,038,397.61	£ 533,070.39			
END OF ESTABLISHED POSTS																	

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TRANSFORMATION PROJECTS COVERED BY A CONSULTANT

Dir	Business unit	Manager	Project name	Start date	End Date	Name of consultancy / agency	Daily Rate	Days per week	Cost per year	Annual salary of established post	Net cost	Funding Stream	Reason for engagement & benefits	Recruitment Plan
COO	CE	Tracie Evans	Customer Services	13/01/2014	31/03/2015	Penna Recruitment Agency	£ 780.00	4	£ 124,800.00			Rev.	Interim Director of Business Transformation. Working on the Customer Services Transformation and Business Infrastructure Transformation Programmes.	
COO	Corporate Finance	Kevin Bartle	BIP (1SAP)	25/03/2014	31/12/2014	CIPFA	£ 490.00	5	£ 98,000.00			Rev.	Finance and Procurement lead for the BIP and also the main finance business lead for the 1SAP implementation.	Move to Hays or other framework
COO	ICT	Kamla Chetty	BIP (1SAP)	02/06/2014	31/12/2014	Lawrence Harvey Search & Selection Ltd	£ 550.00	5	£ 121,000.00			Rev. 1SAP	OneSAP Technical Project Lead responsible for all technical aspects of the upgraded SAP landscape for the authority	Move to Hays or other framework
COO	ICT	Chetty, Kamla	BIP (1SAP)	24/03/2014	31/12/2014	Hays plc - LBH - Vic Ebury Gate VMS	£ 309.36		£ 61,800.00				Specific Project	
COO	Programme Office	Tracie Evans	BIP	10/03/2014	09/03/2015 Extendable	Penna Recruitment Agency	£ 840.00	5	£ 168,000.00			Rev.	BIP Programme Director	
COO	Programme Office	Brett McKee	BIP	03/06/2014	03/06/2015	Penna Recruitment Agency	£ 450.00	5	£ 90,000.00			Rev.	Additional resources to work on BIP	
COO	ICT	Higginson, Mark	BIP (1SAP)	15/10/2012	30/11/2014	Open Link Resource Ltd - HQ	£ 470.62	5	£ 94,124.00			Capital	Technical Specialist/Architect/ Lead to Design and implement new Supported Citrix environment, into BAU support.	Contract will end upon completion of XenApp 6.5 project
COO	HR	Jacque McGeachie	BIP	30/09/2013	30/06/2015	Penna Recruitment Agency	£ 580.00	5	£ 116,000.00			Rev.	To provide additional HR cover for industrial relations issues associated with the Reward Project and with the corporate change management programme	end date extended to June 15 to provide additional cover for IR issues associated with the reward project and change management
COO	HR	Engwell, Carole	BIP	26/02/2014	31/03/2015	Hays plc - LBH - Vic Ebury Gate VMS	£ 407.20	5	£ 81,400.00				To provide corporate HR advice/support in relation to the Heads of Service Review and supporting the Unification of Housing programme.	extended to provide additional corporate support to hte Heads of Service review
COO	HR	Papasavva, Panny	BIP	10/02/2014	27/03/2015	Hays plc - LBH - Vic Ebury Gate VMS	£ 560.80	2	£ 44,864.00				Lead on the corporate Reward Project	
COO	HR	Engwell, Carole	BIP	03/03/2014	31/12/14	Hays plc - LBH - Vic Ebury Gate VMS	£ 307.20	5	£ 61,400.00				Supporting Adults workforce implications as a result of the Care Act.	New post to be created as part of Restructure
COO	HR	Papasavva, Panny	BIP	14/04/2014	31/12/14	Hays plc - LBH - Vic Ebury Gate VMS	£ 407.20	5	£ 81,400.00				Supporting CSP & BIP projects	New post to be created as part of Restructure
COO	Schools & Learning	Jon Abbey	Schools Trading Project	07/07/2014	23/10/2014	CIPFA	£ 495.00	2	£ 39,600.00			Rev.	Support to Services to Schools Project	Move to Hays or other framework . This consultant is ending on 23 October 2014
DCE	Commission.	Simeon, Donna	Traded Services	19/05/2014	31/10/2014	Hays plc - LBH - Vic Ebury Gate VMS	£ 669.00	5	£ 133,800.00				Specific Project	This consultant is adding capacity and skills that do not exist within the organisation.
Regen & Planning	Regen.	Lyn Garner	Housing Investment & Transformation	27/05/2013	31/10/2014	Gatenby Sanderson Recruitment Agency	£ 855.00	4	£ 136,800.00			Rev.	To develop a strategy to set out Haringey's housing regeneration approach	Recruit a replacement interim to cover this work, pending the creation of (and permanent recruitment to) an established post in early 2015
Regen & Planning	Regen.	Lyn Garner	Tottenham Regeneration	15/01/2014	14/01/2015	Veredus	£ 800.00	4	£ 160,000.00			Rev.	Challenging market to find excellence & experience in regeneration, recruitment exercise at end of 2013 unsuccessful. The consultant balance of experience and leadership essential to get the programme embedded and moving	Strategy for perm replacement being considered, post to be advertised in January

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Regen, Planning & Dev	Regen	Lyn Garner	Tottenham Regeneration		15/01/2009	30/09/2014			Penna Recruitment Agency	£ 675.00	2 to 3	£ 89,100.00			Rev.	To supply Planning and Regeneration Services	
Regen, Planning & Dev	Regen.	Dan Hawthorn	Wood Green Regeneration		05/06/2014	31/10/2014			Odgers Interim Recruitment Agency	£ 600.00	3	£ 72,000.00			Rev.	Wood Green Regeneration work	Terminate arrangement from end October; work will be mainstreamed
									TOTAL			£ 1,774,088.00					
END OF TRANSFORMATION PROJECTS																	

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ADDITIONAL CAPACITY PROVIDED BY A CONSULTANT																	
Dir	Business unit	Manager	Post Details		Start date	End Date			Name of consultancy / agency	Daily Rate	Days per week	Cost per year	Annual salary of established post	Net cost	Funding Stream	Reason for engagement & benefits	Recruitment Plan
COO	ICT	Higginson, Mark	Exchange Specialist - Evergreening		20/08/2013	31/12/2014			Open Link Resource Ltd - HQ	£ 416.24	5	£ 83,248.00			Part Rev./part capital	Technical Specialist; project manage implementation of new supported Exchange 2010/Email environment, into BAU support. Plus additional BAU support for permanent staff developing their skills/experience	
COO	ICT	Barter, Sarah			17/10/2013	24/10/2014			Open Link Resource Ltd - HQ	£ 456.14	5	£ 91,228.00			capital	Additional capacity and specific experience to manage Web Content Management System project	Complete project
COO	ICT	Higginson, Mark			15/10/2012	17/10/2014			Open Link Resource Ltd - HQ	£ 450.14	5	£ 90,028.00			Rev.	Technical Specialist/Architect to Lead and implement Sharepoint; to be handed into BAU support. Key Project resource - HFH and CHS	End date 17th Oct 2014.
COO	ICT	Higginson, Mark			30/01/2014	19/09/2014			Open Link Resource Ltd - HQ	£ 409.36	5	£ 81,800.00				Added capacity to achieve code of connection compliance for PSN	Contract will end when compliance work completed
COO	Environmental Services & Community safety	Greaves, Malcolm			02/12/2013	22/08/2014			Hays plc - LBH - Vic Ebury Gate VMS	£ 361.00	5	£ 72,200.00				Unexpected increase in work	50214067 - Covering Property Manager - Commercial post - recruitment is dependant on the review that is being done on the commercial property area.
COO	Environmental Services & Community safety	Hazel Simmonds	Integrated Offender Management Offender Strategic Manager		02/09/2013	31/12/2014			Hays	£ 497.00	5	£ 99,400.00			Grant	Integrated Offenders Manager Strategic Lead, post to be incorporated into the planned restructure, timeline given until Dec 2014	
COO	Environmental Services & Community safety	Hazel Simmonds	Domestic Violence Strategic Manager		02/06/2014	31/12/2014			Hays	£ 350.00	5	£ 70,000.00			Grant	Domestic Violence Strategic Lead, post to be incorporated in the planned restructure, timeline given until Dec 2014	
COO	Single Frontline Services	Stephen McDonnell	Confirm Developments and Systems Workstreams		05/05/2007	31/10/2014			Penna Recruitment Agency	£ 290.00	3	£ 58,000.00			Rev.	Provides specialist advice and support for software (Confirm), building asset database, IT solution for NAT and training team. Mobilisation of Highways contract and mobile working support. Likely to be extended.	
DCE	Children's Services	Neelam Bhardwaja	Head of Service First Response (additional post)		19/11/2013	10/10/2014			Agency - iPeople	£ 484.00	5	£ 96,800.00			Rev.	Additional Head of Service post required during and after Ofsted inspection. Post is in addition to G.Fleming covering the established post	Contract will end on 10 Oct. 14
DCE	Adult Social Services	Beverley Tarka			19/08/2013	07/12/2014			Hays plc - LBH - Vic Ebury Gate VMS	£ 535.28	5	£ 107,000.00				Unexpected increase in work	No confirmed date
DCE	Adult Social Services	Beverley Tarka			11/04/2013	15/11/2014			Hays plc - LBH - Vic Ebury Gate VMS	£ 535.16	5	£ 107,000.00				Unexpected increase in work	On-going assignment
DCE	Adult Social Services	Beverley Tarka			09/06/2014	31/03/2015			Liquid Personnel Ltd - Haringey	£ 435.28	5	£ 87,000.00				Expected increase in work	Confirm end date
DCE	Children's Services	Kevin Feaviour			01/08/2013	Extended on a monthly basis likely to end 30/01/2015			Self Employed ESI Ref:		5	£ 32,000.00			Rev.	Manage and run the Unity Radio project	Review of options is on going until March 2015
DCE	Incl & Education	Jon Abbey	Commissioning role- Alternative Provision		21/02/2013	01/11/2014			Ameo Recruitment Agency	£ 630.00	2 to 4	£ 83,160.00			Rev.	Assist with preparing Youth, YOS and Alternative Provision to move to a commissioning approach. Interviews being held on 13/06 to by end Sep 2014	Move to Hays or other framework

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DCE	Public Health	Graeme Walsh			01/05/2014	31/03/2015			Gatenby Sanderson Recruitment Agency	£ 955.00	NA	£ 191,000.00			£45k Grant received		Wef 1/4/14 it became statutory to publish, every 3 years, a report detailing the needs of the local population for pharmaceutical services. Post requires specialised knowledge of pharmaceutical services & legislation. Market is limited due to specialised nature of the role, and most consultants are qualified pharmacists. Once first report produced & published updates to be completed by Public Health team.
Dir	Business unit	Manager	Post Details		Start date	End Date			Name of consultancy / agency or if applicable mark 'Self Employed'	Daily Rate	Days per week	Cost per year	Annual salary of established post	Net cost	Funding from Rev., Capital, or Grant	Reason for engagement & benefits	Recruitment Plan
Regen	Regen	Kelleher, Michael			12/12/2013	24/10/2014			Calco Services Ltd - Haringey	£ 371.88	5	£ 74,400.00				Unexpected increase in work	
Regen	Regen	Kelleher, Michael			22/11/2013	17/10/2014			Hays plc - LBH - Vic Ebury Gate VMS	£ 371.89	5	£ 74,400.00				Unexpected increase in work	
Regen	No Business Unit	Garner, Lyn			09/12/2013	14/11/2014			Venn Group Ltd - Haringey	£ 277.43		£ 55,400.00				Unexpected increase in work	
Regen	Planning	Stephen Kelly	To cover leadership of the Development Plan projects		17/10/2014	31/08/2015			Hays plc - LBH - Vic Ebury Gate VMS	£ 397.00	5	£ 87,340.00				To manage delivery of DPD's pending re-structure of policy service	Re-structure of policy team pending as part of service transformation. HR support being secured to deliver in Winter 14
Regen	Economic development	Vicky Clark	skills project time limited		28/07/14	31/03/15			Hays plc - LBH - Vic Ebury Gate VMS	£ 533.01	5	£ 106,602.00			Rev.	Time limited role developing employment and skills projects for Tottenham	Funding secured until 31/3/2015 thereafter project will end
									TOTAL			£ 1,748,006.00					
END OF ADDITIONAL CAPACITY																	