

**ESTABLISHED POSTS: Q3 October - December 2015**

Contract Status	Service Area	Assistant Director	Job title	Post number	Start date	End Date	Contract length (Months)	No. of contract Extensions	Date of recruitment advert	If not currently advertised, give reason	VFM Flag & Net Annual Cost	Daily rate Sept onwards	Estimated Full Year Spend	Salary of Vacancy	Why is this contract needed	Top 3 outcomes to be met this quarter (short bullet points only)	Met? (Fully, Partially, Not)
Established	Children's Services	Zina Etheridge	AD Schools & Learning	50199940	02/11/15	29/04/16	5	0		Recent advertising has failed to attract a suitable candidate, current plans to re-advertise in the next quarter	£ 70,000	£ 850.00	£ 170,000	£ 100,000	To provide effective and robust leadership and to manage the relationship between the Council and its education providers ensuring that all children and young people in Haringey can benefit from an excellent education. The post is responsible for ensuring that the OFSTED framework for schools' improvement is well met and the local strategy for school improvement is successful.	1) To grow relationships with schools as they move to Academy status. 2)Restructure, grow and shape the internal and wider team to ensure the availability of a full range of experience. 3) Create effective and robust partnerships with a range of partners and bring credible challenge to bear with difficult partners to achieve results.	
Established	Children's Services	Neelam Bhardwaja	Child Protection Chair	50003749	05/06/2014	30/03/2015	9	7		Rolling recruitment campaign so far unsuccessful	£ 10,013	£ 364.00	£ 72,800	£ 62,787	To fulfil statutory duties under the IRO guidance	1) Covered all review . 2) Offered scrutiny and challenge to LA care plans. 3) Tracked progress of cases. 4)Applied threshold in conferences.	Met
Established	Children's Services	Neelam Bhardwaja	Interim Service Manager, MASH and Screening	50003393	13/05/15	01/01/16	7	2		Rolling recruitment campaign for Team Managers introduced, so far unsuccessful	£ 298	£ 324.00	£ 64,800	£ 65,098	To ensure the LA meets its safeguarding responsibilities. This will enable robust decision making, adequate capacity to meet staff supervision and continued expertise in this area.	To embed recruitment/workforce strategy. To cost effectively recruit to post permanently. To ensure staff recruited are retained	
Established	Children's Services	Neelam Bhardwaja	Independent Reviewing Officer	50003748	10/11/2014	26/02/2016	15	4		Refused offer of permanent post in December, recruitment to begin again	£ 3,481	£ 301.21	£ 60,242	£ 63,723	To fulfil statutory duties under the IRO guidance	Covered all review . Offered scrutiny and challenge to LA care plans. Tracked progress of cases. Applied threshold in conferences.	Met
Established	Children's Services	Neelam Bhardwaja	Independent Reviewing Officer	50003748	18/12/2014	26/02/2016	14	2		Refused offer of permanent post in December, recruitment to begin again	£ 919	£ 323.21	£ 64,642	£ 63,723	To fulfil statutory duties under the IRO guidance	Covered all review . Offered scrutiny and challenge to LA care plans. Tracked progress of cases. Applied threshold in conferences.	Met
Established	Environmental Services	Stephen McDonnell	Neighbourhood Action Manager	50190268	13/07/15	31/03/16	8	new		Part of Tier 3 review,	£ 43,204	£ 598.00	£ 119,600	£ 76,396.00	Required to manage a substantial residential cleaning contract. Post part of tier 3 review and permanent appointment to be reviewed following review completion	Manage Waste Contract. Review residential cleaning contract. Reduce operating costs by £800K	Met
Established	Environmental Services	Stephen McDonnell	Sustainable Transport Manager	50190266	29/09/2014	11/03/2016	17	2		Future of the post is dependent on the outcome of the review of Highways & Street Lighting	£ 14,804	£ 456.00	£ 91,200	£ 76,396	To manage the Transport Plan	1)Sustainable Transport Plan 2)Managing Highways & Engineers	Met
Established	Finance	Neville Murton	Interim Head of Procurement	50004609	10/06/2015	01/07/2016	12	3		Area subject to review, to be advertised following completion	£ 32,085	£ 677.36	£ 135,472	£ 103,387	Cover required pending appointment of permanent role	1) Stabilise procurement operations 2) Review as-is procurement related issues 3) Develop recovery plan for procurement 4) Initialise supplier engagement programme, review quick win opportunities	Met
Established	Finance	Neville Murton	Project Manager Finance	50188911	28/01/2015	29/04/2016	15	2		Once the current project has ended we will advertise the role at a lower cost	£ 30,814	£ 495.73	£ 99,146	£ 68,332	Filling a substantive role - Head of Debt Management	1)Consolidate debt management into 1 team; 2) reduce overall council debt; 3) implement new debt management system	Partly
Established	HR	Jacquie McGeachie	HR Account Manager (DCE)	50230592	03/03/2014	26/02/2016	23	6		Recruitment campaign planned for February '16	£ 8,830	£ 417.13	£ 83,426	£ 74,596	The Account Managers provide a link between the managers and HR, ensuring that strategic high level HR advice is provided to business managers that is specific to the needs of the particular area.	1)Partner senior managers to design and develop a high performing organisation 2)Provide a consultancy service that delivers HR best practice 3)Ensure that the designated account area has a Workforce Plan in place & that it is delivered	Met
Established	HR	Jacquie McGeachie	HR Account Manager (COO)	50229424	18/05/15	30/03/16	10	0		Recruitment campaign planned for February '16	£ 17,204	£ 459.00	£ 91,800	£ 74,596	The Account Managers provide a link between the managers and HR, ensuring that strategic high level HR advice is provided to business managers that is specific to the needs of the particular area.	1)Partner senior managers to design and develop a high performing organisation 2)Provide a consultancy service that delivers HR best practice 3)Ensure that the designated account area has a Workforce Plan in place & that it is delivered	Met
Established	Regen	Dan Hawthorn	Business Analyst Housing Transformaiton	50236289	10/08/15	10/02/16	6	0		6 month time limited post	£ 28,120	£ 413.00	£ 82,600	£ 54,480	To embed the priority boards and reporting frameworks for Priority 4&5 and to undertake the transformation review of the staegic housing function	1) Support delivery of newly structured work programme 2) Delivery of 2 key corporate priorities 3) Conduct review aimed at reducing number of agency staff	
Established	SSC-IT	Mark Rudd	Interim Head of IT	50004349	08/06/2015	26/02/2016	8	new		Area subject to review, to be advertised following completion	£ 1,562	£ 586.00	£ 117,200	£ 115,638	The role covering Head of IT as an interim to support transition of ICT services into SSC. The post is required to continue to work on the restructure of the service with the Head of the SSC.	1)Smooth transition of ICT operational teams into SSC. 2)Design of the Intelligent Client Function. 3)Cover for Head of IT role	Met
Established	SSC-IT	Mark Rudd	Infrastructure Engineer (Citrix specialist)	50123671	27/01/2014	29/02/2016	25	7		Recruitment in planning stage	£ 20,755	£ 413.00	£ 82,600	£ 61,845	Lack of this resource would have high operational impact on ICT service delivery. Interviews held in August were unsuccessful and another round of recruitment is being planned.	1)Citrix Specialist Skills Support	Met
Established	SSC-IT	Mark Rudd	Infrastructure Engineer (Citrix specialist)	50107068	15/10/2012	29/02/2016	40	11		Recruitment in planning stage	£ 22,155	£ 420.00	£ 84,000	£ 61,845	Lack of this resource would have high operational impact on ICT service delivery. Interviews held in August were unsuccessful and another round of recruitment is being planned.	1)Citrix Specialist Skills Support	Met
Established	SSC-IT	Mark Rudd	TDA (Sharepoint Specialist)	50097896	07/11/2013	29/02/2016	27	7		Recruitment in planning stage	£ 13,453	£ 407.00	£ 81,400	£ 67,947	Lack of this resource would have high operational impact on ICT service delivery. Interviews held in August were unsuccessful and another round of recruitment is being planned.	1)Support and delivery of Sharepoint for Homes for Haringey - Strategic Housing; 2)Support Baud activity; 3)Ensure skills transfer to permanent staff.	Met

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Additional support	Adults	Beverley Tarka	Service Manager (Commissioning)	19/08/2013	19/02/2016	30		£ 515.21	£ 103,042.00	Post is grant funded for the Care Act. The plan is for successful negotiation in reduction in rate so that activity can be focused on embedding systems and processes re Care Act Phase 1 internally and externally.	1)Identify supports in service to deliver with project officers. 2) Produce action plan on areas relating to areas identified in the plan. 3)Gather information from leads forum relating to identified areas in the plan.	Partly
Additional support	Adults	Zina Etheridge	Programme Manager	15/10/15	31/03/16	5	1	£ 760.73	£ 152,146.00	Required to work on a project designed to allow both NHS and Adult Services to work closer together		
Transformation	BIP	Tracie Evans	BIP Programme Director	10/03/2014	31/03/2016	24	24	£ 810.00	£ 162,000.00	The Business Infrastructure Programme (BIP) is a highly complex programme requiring strong, IT, Change, Programme Management and support service transformation experience. Approximately £7.8m MTFs and significant performance improvement are dependent on the successful delivery of the programme. Brining in an external expert is critical to ensure experiences within other local authorities is leveraged and time scales for implementation are reduced.	1 - Transitioning from project to a permanent Shared Service structure 2 - Establish the second phase of the programme and oversee resource requirements 3 - Oversee the develop the Investment requirements for the next phase of the programme.	Met
Transformation	BIP	Brett McKee	Senior business analyst	16/03/2015	31/03/2016	12	12	£ 502.00	£ 100,400.00	To: Engage with the Group Executives, ICT and other business functions, prioritise projects and resources whilst utilising the resources from the I.T. support function and overseeing design and implementation to the projects as required. The role aims to ensure best practices are incorporated in the larger technical projects so they are successfully implemented and lead to less risk for council.	1 - Support the implementation of the Shared Service. 2 - Oversee the implementation of the Case Management Technical solution for the SSC 3 - Oversee the implementation of the Intranet and IVR (telephony) implementation for the Shared Service.	Met
Transformation	BIP	Brett McKee	Senior business analyst	01/08/15	31/03/16	7	7	£ 494.00	£ 98,800.00	Required for the mobile working project to scipe business requirements and enable these to be clarified and a decision made on the totality of technology spend and the business benefits to be realised.	1) Undertake engagement with BU to determine full scope of project and priority areas 2) Develop a high level plan and phasing for the roll out 3)Determine ICT requirements based o busienss needs and put together a busienss case for each service area to determine potential cashable efficiencies	Met
Transformation	BIP	Brett McKee	Training Manager	27/07/15	31/03/16	8	8	£ 508.00	£ 101,600.00	To oversee and deliver all training requirements for the programme including new technology, culture and customer services soft skills. Post is required until the fuinal technology mplementation goes live and all key users are trained	1) To oversee and deliver the trainin plan and produce training materials 2) To deliver training courses and all communication 3)To arrange a handover to the business following each period of training	Met
Transformation	BIP	Brett McKee	Business Analyst	20/07/15	31/03/16	8		£ 425.50	£ 85,100.00	To support the delivery of a detailed target operating model for business support	1) Produce a detailed HR restructure document and implementation plan for 200 + posts 2) to support the upskilling and training of internal BA 3)To develop the financial model for the business support service	Met
Transformation	BIP	Brett McKee	Business Analyst (Phase 2)	28/09/15	31/03/16	6		£ 402.50	£ 80,500.00	This is a key role in the team working on the Shared Business Support project involving 700 posts across the council. The post will focus on capturing the detailed business requirements from services to inform the functional operating model.	1) Management of Shared business support plan ensuring this is updated across each work stream as the programme progresses 2)To define business requireemnts for the Shared Business Support model acrossa scope of services 3) Appraisal of business requireemnts	Met
Transformation	BIP	Brett McKee	Business Analyst	26/10/15	31/03/16	5	New	£ 420.00	£ 84,000.00	Design phase of the Shared Business Support project to be completed by 31.3.16. One of 6 key roles focusing on capturing detailed business requirements from services to inform the operating model. Shortened timescales for capturing data have led to 6 BA temp posts being required.	1. Business requirements workshops. 2. Activity analysis 3. Business process re-engineering requirements	Partial
Transformation	BIP	Brett McKee	Communications Lead	28/10/15	31/03/16	5	New	£ 395.00	£ 79,000.00	Effective stakeholder engagement is critical to the success of the Shared Business Support project. A dedicated resource is required to deliver the communcation plan due to the scale and complexity of the project	1. Communications Plan. 2. effective delivery of communications	Partial
Transformation	BIP	Brett McKee	Business Analyst	26/10/15	31/03/16	5	New	£ 411.76	£ 82,352.00	Design phase of the Shared Business Support project to be completed by 31.3.16. One of 6 key roles focusing on capturing detailed business requirements from services to inform the operating model. Shortened timescales for capturing data have led to 6 BA temp posts being required.	1. Design of Business Process Re-engineering 2. Design of target operating model 3. Development of target operating model	Partial
Transformation	BIP	Brett McKee	Business Analyst	26/10/15	31/03/16	5	New	£ 411.76	£ 82,352.00	Design phase of the Shared Business Support project to be completed by 31.3.16. One of 6 key roles focusing on capturing detailed business requirements from services to inform the operating model. Shortened timescales for capturing data have led to 6 BA temp posts being required.	1. Business requirements workshops. 2. Activity analysis 3. Business process re-engineering requirements	Partial
Transformation	BIP	Brett McKee	Data Analyst	28/09/15	31/03/16	6	New	£ 395.50	£ 79,100.00	The Shared Business Support Project involves almost 700 posts which need to be mapped by activity and tracked during the initial phase.	1. Data analysis. 2. Data Tracking 3. Scope tracking	Partial
Transformation	BIP	Brett McKee	Data Analyst	05/10/15	31/03/16	5	New	£ 540.00	£ 108,000.00	Expertise is needed within a similar shared business service environment. The role will cut across all services out of scope of the BIP 2 project and will involve working with a range of services.	1) Conduct analysis of how the service can improve services, processes and governance 2) Enable servcies to be managed better 3) Enable services to achieve efficiency savings set out in business case	Met
Additional support	Children's Services	Jon Abbey	Project Manager	23/10/15	04/03/16	4	New	£ 595.00	£ 119,000.00	The tasks originally requested in the original timeframe have been completed. His role has been extended to scrutinise the deliverability of MTFs savings across the Priority 1, this will deliver a forensic understanding of budgets based on detailed modelling as well as a co-ordinated approach to delivery of savings.	1) Provide analysis and modelling of critical areas on MTFsto accelerate ability to act quicly on findings relating to savings 2) Proide a clear financial model 3)Work with the leadership team to focus actions where needed	Met
Transformation	COO	David Airey	Project Manager (housing transformation)			0			£ -			
Additional support	Environmental Services	Stephen McDonnell	Confirm Developments and Systems Workstreams	15/07/2011	31/03/2016	56	u/k	£ 275.00	£ 55,000.00	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.	1)Street lighting inventory leading to energy savings 2)Meeting the accountancy regulations in regards to assets. 3)Contract process improvements leading to efficiencies and implementation of new CDM requirements (Health & Safety)	Met
Additional support	Environmental Services	Stephen McDonnell	Integrated Offender Management Offender Strategic Lead	02/09/2013	28/02/2016	29		£ 435.00	£ 87,000.00	Working with the Met at Wood Green Police Station (IOM Activity) and supporting the implementation of Shield.	1)To support the iplementation of shield through the IOM and project officer 2)To recruit the IGU lead an management through IOM 3)Continue to deliver MOPAC 7 objectives in line with funding arrangements	Met
Additional support	Environmental Services	Stephen McDonnell	Programme Manager	22/04/15	31/03/16	11		£ 750.00	£ 150,000.00	Overseeing Priority 3	1)Set up P3 Progrmme Board 2)Review governance arrangements	Met
Additional support	Environmental Services	Stephen McDonnell	Project Manager	02/06/15	29/01/16	7	1	£ 520.00	£ 104,000.00	Expertise needed to design a new TOM for Highways and Street Lighting Services	1)Project brief 2)Benchmark service 3)Gap analysis of current service arrangement	Met
Additional support	Planning	Stephen Kelly	Head of Statagic Planning, Transport & Infrastructure	20/10/14	31/03/16	17			£ -	NO INFO PROVIDED AT Q2 or Q3		
Additional support	Planning	Stephen Kelly	Building Control Surveyor	04/11/14	31/03/16	16		£ 284.00	£ 56,800.00	Required to work on the industrial living project - a cross service project between Planning, Building Control and Private Sector Housing	1) To carry out joint inspections in all target areas 2) To check building control applications submitted	Met
Additional support	Planning	Stephen Kelly	Structural Engineer	12/01/15	31/03/16	14		£ 246.00	£ 49,200.00	Providing specialist structural engineering expertise to enable cost effective fee setting on building regulation assessment and building control consultancy work in line with requirements of increasing fee targets. The post is hard to recruit to a council graded post aand there is a national shortage of structural engineers.	1) To exceed additional fee income targets 2) To check all building control applications 3)To carry out additional housing surveys and repairs	Met
Additional support	Public Health	Jeanelle de Gruchy	Violence against Women & Girls Project Co-ordinator	23/12/2014	02/02/2016	13	2	£ 200.00	£ 40,000.00	The project is rapidly expanding & there is a capacity issue with progressing key areas of work in redesigning the referral pathway for domestic violence, organising the lead the commissioning arrangements for services, developing the strategic response to violence, & coordinating the multi agency partnership	1)Delivery of the harmful practices working group. 2)White Ribbon developments/delivery 3)Supporting the strategic lead in the delivery of the VAWG delivery plan	Met
Additional support	Public Health	Jeanelle de Gruchy	Domestic Violence Strategic Manager	02/06/2014	02/02/2016	20	4	£ 385.00	£ 77,000.00	To be incorporated in the Community Safety restructure during Q1 2015. Part funded through MOPAC	1)Development of IDVA services. 2)Ensure timely delivery of the VAWG delivery plan across the Council 3)X2Domestic Homicide Review	
Additional support	Regen	Dan Hawthorn	Innovation Hub Officer (0.4)	21/09/15	26/08/16	11	New	£ 374.00	£ 74,800.00	Required 2 days per week funded through New Homes Bonus. Hub brings developers & owners to test rechnologies to deliver better performance. Saving money & carbon while delivering value to the borough in terms of developing jobs, training and business growth. Expert knowledge required, project scheduled until 9/16.	1) The establishment of the project team 2) Engage with key stakeholders to ensure that they are involved with this project and have clear objectives 3) Plan and deliver an inception meeting with key stakeholders who are likely to invest in the project	Met

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Additional support	Regen	Dan Hawthorn	Senior Construction Procurement Officer (Regeneration)	22/06/2015	31/12/2015	6	1	£ 480.00	£ 96,000.00	To support Regeneration Programme	1) Issue of PIN notice, 2) Completion of PQQ for Hornsey Town Hall 3) Commencement of same for High Road West	Met
Additional support	Regen	Dan Hawthorn	Implementation Manager	10/08/15	05/02/16	5	1	£ 611.69	£ 122,338.00	To implement the Cabinet decision on the future of Homes for Haringey, made in September 2015 and put in place the arrangements for the ongoing relationship with the ALMO.	1) New draft management agreement between the council and the ALMO 2) TUPE of staff from the council to the ALMO 3) TUPE of staff from the ALMO to the council	new role
Additional support	Regen	Dan Hawthorn	Housing transformation Development Manager	02/12/15	25/03/16	3	New	£ 471.00	£ 94,200.00	To manage the consultant team and work with key stakeholders to commission and develop the programme for Haringey Estates to include capacity studies, options assessments and viability studies.	email sent asking for details	
Additional support	Regen	Helen Fisher	CPO Project Manager	03/12/15	31/05/16	5	New	£ 452.00	£ 90,400.00	Cover whilst Area Regeneration Manager is on agreed sabbatical	1. Act as the key point of contact to progress the CPO 2. Ensure all required documentation and approvals are in place 3. Project management of all relevant stages of the CPO	
Transformation	Regen	Dan Hawthorn	Project Adviser – Development Vehicle	12/09/2015	31/03/2016	6	2	£ 870.00	£ 174,000.00	To support development and approval of business case for proposed Haringey Development Vehicle, and to support procurement of joint venture partner for the vehicle.	* Prepare Cabinet Paper & EqIA for Vehicle business case * Work with commercial and legal advisers to develop and agree procurement programme through to financial close * Prepare draft procurement pack ahead of OJEU go live in January 2016	
Transformation	Regen	Dan Hawthorn	Housing transformation Development Manager	27/11/14	31/03/16	16	New	£ 562.50	£ 112,500.00	To manage phase 1 of the council's manifesto commitment to building new homes. This involves resident consultation to assess housing renewal options. No staffing resource is in place on a permanent basis and a temporary resource is needed until permanent funding is available.	1) Ensure all contactors start on site for Phase 1 2) To procure agreement of Phase 2 with Members & GLA 3) Completion of initial appraisals and studies for potential Phase 3	
Additional support	Regen	Dan Hawthorn	Housing Transformation Project Manager	30/07/15	29/02/16	7	3	£472.00	£94,400	To embed the priority boards and reporting frameworks for Priority 4&5 and to undertake the transformation review of the strategic housing function	1) Support delivery of newly structured work programme 2) Delivery of 2 key corporate priorities 3) Conduct review aimed at reducing number of agency staff	
Transformation	Regen	Dan Hawthorn	Head of Regeneration	01/12/15	29/02/16	2	New	£ 800.00	£ 160,000.00	1) Establish stand alone Regeneration function (currently part of Housing team) 2) Wood Green AAP approved by Cabinet 3) GLA funding requirements for Station Rd		
Additional support	SSC-IT	Mark Rudd	Exchange Specialist - Evergreening	20/08/2013	29/02/2016	30	8	£ 396.00	£ 79,200.00	This is additional project resource, technical lead/architect for the Upgrade to Exchange 2010 and of the council email service. Without this resource the migration to Exchange 2010 will not be completed & the council is likely to fail in meeting mandatory requirement of Public Sector Network (PSN). It will not be able to upgrade our infrastructure to supported environment which will have further impact on the council's ability to connect to PSN and GCSX services.	1) Migration to Windows Server 2008, 2) Supported platform Transition to 2010; 3) Transfer of skills to existing workforce	Met
Additional support	SSC-IT	Mark Rudd	Infrastructure Engineer	30/01/14	25/03/16	25	5	£ 387.00	£ 77,400.00	The role is providing additional capacity, in supporting Technical Project Manager.	1) Support for Evergreening project; 2) Support for energy efficiency programme	Met
Transformation	SSC-IT	Mark Rudd	Programme Delivery Manager	20/01/2015	31/03/2016	14	1	£ 552.00	£ 110,400.00	To ensure successful project delivery within time and budget and deliver the financial savings required. The role also oversees and co-ordinates the regular reporting of programme progress, financial management, benefits realisation, risks, issues and status to ensure Senior Managers, Chief Executive and the BIP Programme Board have accurate and timely information.	1 - Support and challenge risk areas surrounding the implementation of the SSC 2 - Provide critical challenge sessions to all functions migrating into the SSC 3 - Develop an operational go-live checklist for functions migrating into the SSC	Met
Transformation	SSC-IT	Mark Rudd	Senior Project Manager	01/08/2014	31/03/2016	19	1	£ 580.00	£ 116,000.00	The Senior Project Manager Finance has experience in Transformation specifically in finance. They will work alongside the Service and BAs to achieve a smooth transition to a shared services environment and associated technology enhancements. The work this interim will complete includes: Delivering workshops and contributing to the Target Operating Model, Stakeholder Management.	1 - Transitioning the finance function into the SSC 2 - Completion of a proof of concept for Financial budget forecasting 3 - Completion of contractual arrangements for financial budget forecasting.	