

ESTABLISHED POSTS: Q4 January to March 2016

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	Spend for full yr rate x 200	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	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	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	10/11/2014	20/05/2016	18	4		Refused offer of permanent post in December, recruitment to begin again	£ 3,841	£ 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	Commercial Services	Stephen McDonnell	Neighbourhood Action Manager	50190268	13/07/15	30/04/16	9	2		New appointment made, due to begin in May	£ 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	Commercial Services	Stephen McDonnell	Sustainable Transport Manager	50190266	29/09/2014	08/04/2016	18	2	N/a	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 (0.9)	50004609	10/06/2015	01/07/2016	12	3		Area subject to review, to be advertised following completion	£ 18,538	£ 677.36	£ 121,925	£ 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 (0.9)	50188911	28/01/2015	01/07/2016	17	2		Once the current project has ended we will advertise the role at a lower cost	£ 20,899	£ 495.73	£ 89,231	£ 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	Jacqie McGeachie	HR Business Partner	50230592	01/03/16	30/06/16	3	New	1st round interviews held, 2nd round pending	Candidate selected from advert withdrew; 2nd trawl going ahead	£ 31,804	£ 532.00	£ 106,400	£ 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	
Established	IT	Priya Javari (Kamla)	Technical Project Manager	50065175	28/01/16	01/09/16	7	new		No appointment made following interviews in January. Recruitment to be re-run in Spring/Summer	£ 32,219	£ 452.00	£ 90,400	£ 58,181	To support the Libraries Transformation Programme and the Manage Print Project	1)Ensure that the Library and Customer Transformation programme delivers the key deliverables for the public network PCs. 2) Ensure the closure of the MPS procurement and Proof of Concept. 3) To manage interim options and solutions for printers till a new procurement commences.	
Established	Schools/Learning	Neelam Bhardwaja	Independent Reviewing Officer	50003748	27/10/2014	20/05/2016	18	2		Refused offer of permanent post in December, recruitment to begin again	£ 877	£ 323.00	£ 64,600	£ 63,723.00	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	SSC-IT	Mark Rudd	Infrastructure Engineer (Citrix specialist)	50107068	15/10/2012	29/04/2016	42	11	10/07/15	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	29/04/2016	29	7	10/07/15	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
Established	SSC-IT	Glenn Mason	Web developer	50107032	03/02/15	30/06/16	16	5		Recruitment on hold pending partnering decisions (Camden / Islington)	£ 3,217	£ 269.29	£ 53,858.00	£ 57,075	To provide skills around web development which are hard to find; one application was received following recruitment , a decision regarding further recruitment is pending a decision on partnering decisions.	1)To deliver Web content management systems; 2) To provide skills transfer with permanent staff; 3) Development of Internet and Intranet	Met
Established	SSC-IT	Mark Rudd	Technical Specialist/Architect	50107074	15/10/2012	30/04/2016	42	10	10/07/15	Recruitment in planning stage	£ 24,902	£ 450.00	£ 90,000	£ 65,098	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)Delivering libraries Transition into corporate IT services, 2) Provide technical expertise for managed print contract, 3)Designing Citrix technical roadmap	Met

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Additional support	Adults	Beverley Tarka	Service Manager (Commissioning) (0.8)	19/08/2013	19/05/2016	33		£ 515.21	£ 82,433.00	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 (0.75)	15/10/15	03/06/16	7	1	£ 760.73	£ 114,109.50	Information requested		
Transformation	Adults	John Everson	Business analyst	13/01/2016	30/06/2016	5	New	£ 452.00	£ 90,400.00	Business Analyst on P2 programme undertaking design work on IAT and Front door	1) Move IAT to Adults from CS, 2) Complete benchmarking and as is modelling on IAT,	
Additional	Children's Services	Jon Abbey	Children's Services Transformation	01/10/14	30/05/16	19	New report	£ 791.00	£ 158,200.00	Appointed as an independent evaluator to lead quarterly reviews of CYPs (early help and social care). The first review was done in December '14 and the work will continue for approximately 18 months.	email sent to James Page asking for outcomes and end date (11/4)	
Additional support	Children's Services	Jon Abbey	Project Manager (50 day time limited: 0.8 fte))	23/10/15	31/05/16	7	New	£ 595.00	£ 29,750.00	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 services	1) Provide analysis and modelling of critical areas on MTFsto accelerate ability to act quickly on findings relating to savings 2) Provide a clear financial model 3)Work with the leadership team to focus actions where needed	Met
Additional support	Commercial Services	Stephen McDonnell	Confirm Developments and Systems Workstreams	15/07/2011	30/09/2016	62	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	Commercial Services	Stephen McDonnell	Integrated Offender Management Offender Strategic Lead	02/09/2013	30/05/2016	32	permanent appointment made wef June 16	£ 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 implementation of shield through the IOM and project officer 2)To recruit the IGU lead a management through IOM 3)Continue to deliver MOPAC 7 objectives in line with funding arrangements	Met
Additional support	Commercial Services	Stephen McDonnell	Programme Manager	22/04/15	30/09/16	17	4	£ 750.00	£ 150,000.00	Overseeing Priority 3	1)Set up P3 Programme Board 2)Review governance arrangements	Met
Additional support	Commercial Services	Stephen McDonnell	Project Manager	02/06/15	30/10/16	16	3	£ 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
Supernumerary	Commissioning	Charlotte Pomery	Interim brokerage manager	09/10/15	08/07/16	8	New report	£ 600.00	£ 120,000.00	To deliver the pilot Brokerage and Finance function, whilst the permanent structure is determined and agreed. To support delivery of the P1 and P2 savings targets across commissioned services.	1. Reduce backlog of invoices; 2. Set in place systems and processes to ensure finance function works efficiently; 3. Establish permanent structure	1. Fully; 2. Partially; 3. Partially
Supernumerary	Finance	Neville Murton	Procurement Project Manager (0.8)	03/02/16	30/04/16	2	New	£ 560.00	£ 89,600.00	Outline business case and TOM for Procurement transformation agreed by SLT in February.	1) To set up and embed the new Procurement structure 2) To implement and imbed the new technologies identified in the OBC ??? 3) To manage the consultation process for staff and trade union 4) To track and deliver the efficiencies from the OBC	
Supernumerary	Finance	Neville Murton	Procurement Project Manager (0.6)	02/03/16	22/05/16	2	New	£ 535.00	£ 64,200.00	Outline business case and TOM for Procurement transformation agreed by SLT in February.	1) To set up and embed the new Procurement structure 2) To implement and imbed the new technologies identified in the OBC ??? 3) To manage the consultation process for staff and trade union 4) To track and deliver the efficiencies from the OBC	
Supernumerary	HR	Jacque McGeachie	Senior Business Partner (HHF)	06/01/16	30/06/16	5	new	£ 660.00	£ 132,000.00	To project manage the transfer into the council of the 17 employees from Homes for Haringey. The role will be required to manage the team in the short term, to review job profiles and to make a decision regarding which posts are to be placed in the SSC or in other areas.	1) Conduct a review of the work of the incoming HHF people management service 2) Lead the HHF people management service in the short term 3) Build effective client relationships to ensure that the level of service provision is maintained	
Additional support	Planning	Stephen Kelly	Head of Strategic Planning, Transport & Infrastructure	20/10/14	30/05/16	19			£ -	NO INFO PROVIDED AT Q2		
Additional support	Planning	Stephen Kelly	Building Control Surveyor	04/11/14	30/05/16	18	2	£ 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 3)To arrange for enforcement notices to be served	Met
Additional support	Planning	Stephen Kelly	Structural Engineer	12/01/15	30/05/16	16		£ 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 and 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
Transformation	Programme Office	Andy Briggs	Senior business analyst	16/03/2015	31/08/2016	17	17	£ 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	Programme Office	Andy Briggs	Business Analyst	06/01/2016	30/06/2016	5	New	£ 452.00	£ 90,400.00			
Transformation	Programme Office	Beverley Tarka	Business Analyst Adult Social Care Transformation (since 11/2/16)	10/08/15	11/08/16	12	02/01/00	£ 431.00	£ 86,200.00	A Business Analyst with experience and expertise required to support the delivery of a complex range of work in relation to the ASC Transformation Programme's 'Cross Cutting' Workstream so the benefits from this can be realised as soon as possible	1) Supporting the development of the ASC Target Operating Model 2) Supporting the establishment of the ASC Transformation Programme's 'Cross Cutting' Workstream 3) Helping to establish and support the 'day to day' delivery of the Programme's Workstream,	In this post since Feb only
Transformation	Programme Office	Andy Briggs	Programme Delivery Manager	20/01/2015	31/08/2016	19	0	£ 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	
Transformation	Programme Office	Andy Briggs	Training Manager	27/07/15	29/04/16	9	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 final technology implementation 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	
Transformation	Programme Office	Mark Rudd	Business Analyst trans to Sarah Barter (Brokerage)21/3)	26/10/15	30/06/16	8	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	Programme Office	Andy Briggs	Change Manager	14/01/16	08/06/16	4	New	£ 536.00	£ 107,200.00	Contract is to cover pending the completion of internal recruitment. The shared business support project requires change management expertise to ensure effective engagement with staff and service during the initial stages	1) Staff prepared for change & transition to the new working arrangements 2) Training needs analysis 3) Develop and conduct a staff training programme	
Transformation	Programme Office	Andy Briggs	Financial Systems Trainer	14/12/15	05/07/16	6	New report	£ 508.00	£ 101,600.00	Budget forecasting & planning is hoping to deliver £576k of benefits (cumulative) – the success of this requires adoption of the technology which will be supported through the delivery of high quality training in this new technology. The TechOne solution requires 300+ budget holders to receive training, there is a short timescale to develop the training resources and a highly skilled trainer is needed.		Met

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Additional support	Public Health	Jeanelle de Gruchy	Domestic Violence Strategic Manager	02/06/2014	15/04/2016	22	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		£ 374.00	£ 29,920.00	Required 2 days per week funded through New Homes Bonus. Hub brings developers & owners to test technologies 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.	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	Met
Additional support	Regen	Dan Hawthorn	Implementation Manager (0.7)	10/08/15	29/04/16	8	1	£ 611.69	£ 85,540.00	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 (0.4)	02/12/15	20/05/16	5	New report	£ 471.00	£ 37,680.00	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 to Jim McKinnon 11/1 asking for details	
Transformation	Regen	Dan Hawthorn	Project Adviser – Development Vehicle	12/09/2015	31/12/2016	15	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	30/09/16	22		£ 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	
Transformation	Regen	Catherine Illingworth	Project manager	30/03/16	30/06/16	3	New	£ 470.00	£ 94,000.00	Info requested by 11/4		
Additional support	Regen	Dan Hawthorn	Housing Transformation Project Manager	30/07/15	29/04/16	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	30/04/16	4	New report	£ 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	Urgent senior capacity required for Wood Green regeneration programme	Urgent senior capacity required for Wood Green regeneration programme
Transformation	Regen	Tim Carr	Housing Transformation Programme Manager	21/03/16	21/09/16	6	New	£ 590.00	£ 118,000.00	P2 Adult Services Transformation Programme	. Completing project briefs/ resource, benefits, plans . Establishing Project Benefits toward Programme efficiency targets . Operational process modelling (AS-IS)	Partially
Transformation	Regen	Tim Carr	Housing Transformation Project manager (0.7)	10/03/2016	05/06/2016	2	New	£ 510.00	£ 71,400.00	P2 Adult Services Transformation Programme	. Completing project briefs/ resource, benefits, plans . Establishing Project Benefits toward Programme efficiency targets . Operational process modelling (AS-IS)	Partially
Additional support	SSC-IT	Mark Rudd	Exchange Specialist - Evergreening	20/08/2013	27/05/2016	33	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 councils 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	30/04/16	27	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	Senior Project Manager (0.9)	01/08/2014	01/07/2016	23		£ 580.00	£ 104,400.00	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.	
Additional support	Tottenham Regen	Helen Fisher	CPO Project Manager	03/12/15	31/05/16	5	New report	£ 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	