

Report for: Staffing & Remuneration Committee

Date: 22nd June 2017

Item number: 4

Title: Appointment for the post of Assistant Director of Strategy and Communications

Report Authorised by: Zina Etheridge, Chief Executive

Lead Officer: Julie Amory, HR Business Partner

Ward(s) affected: All

Report for Key/

Non Key Decision: Non Key Decision

1. Describe the issue under consideration

1.1 The post of Assistant Director of Strategy and Communications was established by a Delegated Authority Report and approved by the Chief Executive in May 2017.

2. Recommendations

2.1 That this Committee appoints the candidate recommended by the interview panel to the post of Assistant Director of Strategy and Communications on a salary range of £95,700 - £110,300 as it is recognised as a HB1A role within the Council's Senior Leadership pay bands.

2.2 The above pay range has been designed as part of the Senior Managers/ Tier 3 Pay and Grading Review in order to have a pay range that is fair, transparent and linked to the market.

3. Reasons for decision

3.1 This post is currently filled on an interim basis and as the Council continues with its ambitious agenda, having a permanent Senior Officer structure will be vital in helping spearhead these initiatives, shape the strategic priorities and establish corporate policy.

3.2 The Assistant Director of Strategy and Communications post will influence and contribute to delivering objectives set out in the Corporate Plan considering the impact of internal and external factors. It is created following the merger of the AD Strategy and Partnerships and the AD Communications as part of efficiency savings.

4. Alternative options considered

4.1 An alternative would be to continue with the interim position, however; a permanent senior officer structure will assist in providing stability.

5. Background information

5.1 In April 2017, the Chief Executive notified Staffing and Remuneration Committee of the proposed changes to the Senior Management Structure aimed at ensuring the Council has the right strategic leadership in place to deliver savings.

- 5.2 As part of the review, the Assistant Director for Communications expressed an interest in leaving the authority. This post was deleted and a new post created which merged two Assistant Director roles, and represented a significant proportion of the MTFs savings to be achieved by the review of the Senior Management Structure.
- 5.3 The decision was taken to seek to fill the newly created Assistant Director role internally in an attempt to prevent potentially unnecessary recruitment cost as the interim post was being filled by an internal, permanent employee. Utilising internal recruitment has kept the cost of recruitment to a minimum, without diluting the rigour and robustness of the process.
- 5.4 The recruitment and selection process for the Assistant Director of Strategy and Communications has been as follows:
- The role was placed on the intranet site and one internal employee applied and proceeded to the Officer Technical Interview.
 - The Officer Technical Interview, conducted at River Park House, Haringey Council on 12 June 2017 included an interview with the Chief Executive, the Strategic Director of Regeneration, Planning and Development and the Director of Adult Social Services to explore organisational fit, technical knowledge and management and leadership skills.
 - A final member selection panel will convene on 22nd June 2017 and will consist of Cllr Kober, Cllr Sahota and Cllr Ross. After 'rising' this panel will meet as a Special Staffing and Remuneration Committee to consider the recommendation to appointment.
 - The Committee will be advised at this meeting of the candidate's name and recommended salary which will be within a pay range of £95,700 -£110,300.
- 5.5 This post is classed as a Chief Officer under the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and therefore, in accordance with Part 3 Section B of the Council's Constitution and the Standing Orders Regulations any proposed appointment to this post will require the approval of this Committee.
- 5.6 The Committee is therefore asked to approve the recommendation made by the Member Interview Panel by appointing the candidate recommended on the salary that will be proposed to the Committee.
- 5.7 It is recommended that the appointment takes effect if and when the appointed candidate accepts in writing the contract of employment offered by the Council ensure that the appointed candidate signs up to the contract of employment which the Council offered.
- 6. Contribution to strategic outcomes**
- 6.1 This post is responsible for influencing and contributing to the delivery of the objectives set out in the Corporate Plan.
- 7. Statutory Officers' comments (Chief Finance Officer (including procurement))**
- 7.1 The Chief Financial Officer (s151) has been consulted on the preparation of this report and comments that costs of the appointment can be met from approved budget agreed

for this post in the current Medium Term Financial Strategy. However, it should be noted that funding for services and the way they are delivered are under constant review.

8. Assistant Director of Corporate Governance, Equalities

8.1 In accordance with the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and Part 3 Section B of the Council's Constitution, any proposed appointment to the post referred to in this report will require the approval of this Committee.

8.2 In accordance with the Council's Pay Policy Statement for 2017-2018, where it is proposed to appoint to a Chief Officer post and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary. Section 41 of the Localism Act 2011 requires the Council to comply with its Pay Policy Statement for the relevant financial year when fixing the pay of a Chief Officer.

9. Use of Appendices

None.

10. Local Government (Access to Information) Act 1985

Not applicable.