

**Report for:** Staffing & Remuneration Committee- 22<sup>nd</sup> June 2017

**Item numbers:** 5

**Title:** Assistant Director-Area Regeneration

**Report authorised by :** Lyn Garner-Strategic Director of Regeneration, Planning and Development [lyn.garner@haringey.gov.uk](mailto:lyn.garner@haringey.gov.uk) 0208 489 4523

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**Ward(s) affected:** All

**Report for Key/ Non Key Decision**  
**Non Key Decision:**

**1. Describe the issue under consideration**

a. In late 2016 the decision was taken to restructure the Senior Level roles in Regeneration, Planning and Development. The key rationale for this was to:

- Facilitate change necessary for the HDV to be successfully implemented
- Build more consolidated capacity around regeneration projects in the borough to aid delivery
- Ensure that sustainable growth, inward investment and economic development remain front and centre of council focus

b. Consultation with Unions has concluded and the recruitment and selection process has commenced.

c. AD-Area Regeneration

During consultation there were expressions of interest for the role of AD-Area Regeneration. The employees who expressed an interest all currently hold Head of Service roles.

Interviews are scheduled for 14<sup>th</sup> June 2017, followed by Member interviews on the 22<sup>nd</sup> June 2017.

d. 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.

- e. The Committee is therefore asked to approve the recommendation of the Interview Panel by appointing the candidate recommended on the salary that will be proposed to the Committee as outlined below.

## **2. Cabinet Member Introduction**

Not applicable.

## **3. Recommendations**

- a. That this Committee appoints the candidate recommended by the interview panel to the post of Assistant Director-Area Regeneration on the salary proposed to the Committee which will be in the range of £95,700 to £111,300.
- b. That this appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council.

## **4. Reason for decision**

- a. To fill a senior post in the Council's organisation structure which is responsible for leading the delivery of services within the accountabilities of the role.

## **5. Alternative options considered**

- a. To fill this role on a temporary basis. However, this would not be as cost effective or offer the service the stability of a permanent appointment.

## **6. Background information**

- a. The recruitment and selection process for the Assistant Director-Area Regeneration has been as follows:
  - i. Expressions of interest were submitted and supporting statements completed. Prospective appointees were invited to an interview following shortlisting of application forms. Successful staff will proceed to first interview stage.
  - ii. The first round of interviews were conducted by Lyn Garner, Helen Fisher and Zina Etheridge. This stage tested the candidates' technical abilities and leadership qualities.
  - iii. The candidates short-listed following the first technical interview will be interviewed by the following Member Panel:  
Cllr Goldberg, Cllr Strickland, Cllr Ross and Cllr Sahota
  - iv. The Interview Panel may propose salaries within a pay range of £95,700 - £111,300 and recognise The Assistant Director-Area Regeneration as an HB1A role within the Council's Senior Leadership pay band.
  - v. In accordance with the Council's Pay Policy Statement, if the appointee salary will be in excess of £100,00 per annum, it has to be agreed by the Staffing and Remuneration Committee.

- b. The recommendation that the appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council is intended to ensure that the appointed candidate signs up to the contract of employment which the Council offers him / her.

## **7. Contribution to strategic outcomes**

### **a. Assistant Director-Area Regeneration**

The post of Assistant Director Area Regeneration was created as part of the Senior Leadership restructuring. The role was created in order to bring more senior capacity into the area of regeneration. This post will fall under the responsibility of the Director of Regeneration. The Post of AD Area Regeneration will oversee work in the North and South of Tottenham, along with the rest of the borough.

## **8. Statutory Officers' comments (Chief Finance Officer (including procurement),**

- a. 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 the posts of Assistant Director-Area Regeneration, 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.

## **9. Assistant Director of Corporate Governance, Equalities**

- a. 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.
- b. 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.

## **10. Use of Appendices**

Not applicable

## **11. Local Government (Access to Information) Act 1985**

Not applicable.