

Report for: Staffing & Remuneration Committee, 4 December 2017

Item number: 5

Title: Appointment to the post of Director of Children's Service

Report authorised by : Zina Etheridge – Interim CEO
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Lead Officer: Liz Hammond – Interim Head of HR Transformation
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Ward(s) affected: All

Report for Key/ Non Key Decision
Non Key Decision:

1. Describe the issue under consideration

- 1.1 The position of Director of Children's services became vacant upon the resignation of Jon Abbey. His employment with the Council terminated on 3 August 2017. With effect from 31 July 2017, interim arrangements have been in place
- 1.2 The recruitment campaign commenced on 19 October with a high profile advert and executive search. This produced an initial longlist of 4 with 2 recommendations. Technical Assessments and a further shortlisting process will take place before a final Interview Panel on 4 December 2017.
- 1.3 In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution, Staffing and Remuneration Committee will approve the appointment of Director of Children's Services following the recommendation of the Interview Panel.
- 1.4 The Staffing and Remuneration Committee may only make or approve the appointment of the Director of Children's Services where:
(i) no objection has been made by any member of the Cabinet, or
(ii) if any objection is made, the Staffing and Remuneration Committee has declared itself satisfied that the objection is not material or well-founded.

2. Cabinet Member Introduction

- 2.1 Not applicable

3. Recommendations

- 3.1 That this Committee approves the recommendation of the Interview Panel and recommends the appointment of the candidate, on the salary that is proposed

to the Committee. This salary will be in the range of £112,100 to £130,300 as set out in the Council's Pay Policy Statement 2017/18.

4. Reason for decision

- 4.1 The Council requires an officer in post designated as Director Children's Services to carry out all functions as set out in s18(2) of the Children Act 2004. This post is currently vacant and interim arrangements are presently in place. A permanent appointment to the role of Director of Children's Services is preferable to ensure long-term strategic leadership of the service and a more cost effective options than continuing under interim arrangements.

5. Alternative options considered

- 5.1 To continue with the existing or alternative interim arrangements for the Director of Children's Services.

6. Background information

- 6.1 Penna Recruitment were engaged as the Council's executive search partner. A recruitment and selection campaign commenced in October 2017. The closing date for the campaign was 10 November 2017. Four candidates were long-listed to proceed to the technical assessment stage which was conducted by Penna and an external interviewer. Short-listing will take place on 29 November 2017 and the final interview Panel will take place on 4 December 2017. The member interview panel will comprise of Cllr Weston, Cllr Morris and Cllr Sahota.

7. Contribution to strategic outcomes

- 7.1 This report proposes appointment to the role of Director of Children's Services. This officer is responsible for leading the Children's Services to deliver and achieve the strategic outcomes.

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

- 8.1 The Chief Finance Officer (S151) has been consulted on the preparation of this report and comments that costs of the appointment can be met from approved resources.

9. Assistant Director of Corporate Governance

- 9.1 In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's constitution, the Committee will approve the appointment of the Director of Children's Services following the recommendation of such an appointment by the Interview Panel.
- 9.2 The Staffing and Remuneration Committee may only make or approve the appointment of the Director of Children's Services where:
- (i) no objection has been made by any member of the Cabinet, or

(ii) if any objection is made, the Staffing and Remuneration Committee has declared itself satisfied that the objection is not material or well-founded.

9.3 In accordance with the Council's Pay Policy Statement and Part 3 Section B of the Constitution, where it is proposed to appoint an officer and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary.

10. Use of Appendices

10.1 Not applicable

11. Local Government (Access to Information) Act 1985

11.1 Not applicable.