

**Report for:** Special Staffing & Remuneration Committee 14 Dec 2017

**Item number:** 5

**Title:** Appointment to the post of Head of Audit and Risk Management

**Report authorised by :** Bernie Ryan – AD Corporate Governance  
[bernie.ryan@haringey.gov.uk](mailto:bernie.ryan@haringey.gov.uk)

**Lead Officer:** Aretha Pitkin – HR Business Partner  
[aretha.pitkin@haringey.gov.uk](mailto:aretha.pitkin@haringey.gov.uk)

**Ward(s) affected:** All

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

**1. Describe the issue under consideration**

- 1.1 The position of Head of Audit and Risk Management will become vacant due to the resignation of Anne Woods. Anne's employment with the Council will end on 16<sup>th</sup> January 2018.
- 1.2 The recruitment campaign commenced on 23<sup>rd</sup> October 2017 with a high profile advert and executive search. This produced an initial longlist of 14 with 3 final recommendations. A first Interview Panel took place on 23<sup>rd</sup> November 2017. The panel consisted of Tracie Evans, Deputy Chief Executive, Bernie Ryan, AD Corporate Governance and Clive Heaphy, Chief Finance Officer (Section 151).
- 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 Head of Audit and Risk Management following the recommendation of the Interview Panel.
- 1.4 The Staffing and Remuneration Committee may only make or approve the appointment of the Head of Audit and Risk Management 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 £81,600-£94,700 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 Head of Audit and Risk Management to carry out all functions as set out in the Public Interest Disclosure Act 1988 and the UK Public Sector Internal Audit Standards 2013. A permanent appointment to the role of Head of Audit and Risk Management is preferable to ensure long-term strategic leadership of the service and a more cost effective option than an interim arrangement.

#### **5. Alternative options considered**

- 5.1 Interim arrangements to cover the Head of Audit and Risk Management role.

#### **6. Background information**

- 6.1 Hays 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 5<sup>th</sup> November 2017. 14 candidates were long-listed. 5 candidates were short-listed to proceed to the first stage interview. Two shortlisted candidates withdrew. 3 candidates were interviewed at the first stage interview on 23<sup>rd</sup> November 2017 and the member interview Panel will take place on 14<sup>th</sup> December 2017. The member interview panel will comprise of Cllr Brabazon, Cllr Demirci and Cllr Ross.

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

- 7.1 This report proposes appointment to the role Head of Audit and Risk Management. This officer is responsible for Audit and Risk Management across the Council and establishing strategic risk, control and governance processes.

#### **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.

##### **Assistant Director of Corporate Governance**

- 8.2 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 Head of Audit and Risk Management following the recommendation of appointment by the Interview Panel.
- 8.3 The Staffing and Remuneration Committee may only make or approve the appointment of Head of Audit and Risk Management 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. Use of Appendices**

9.1 Not applicable

**10. Local Government (Access to Information) Act 1985**

10.1 Not applicable.