

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>10 March 2017</b>
<b>AGENDA ITEM:</b>	<b>5</b>
<b>SUBJECT:</b>	<b>APPOINTMENT TO DIRECTOR OF HUMAN RESOURCES</b>
<b>LEAD OFFICER:</b>	<b>Executive Director of Resources</b>
<b>CABINET MEMBER:</b>	<b>Leader, Councillor Tony Newman</b>
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post is contained within the 2017/18 budget.	
<b>KEY DECISION REFERENCE NO:</b> n/a	

## 1. RECOMMENDATIONS

- 1.1 Undertake the selection for and agree an appointment to the post of Director of Human Resources from the candidate(s) detailed in the Part B appendices to the agenda. Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

## 2. EXECUTIVE SUMMARY

- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Human Resources.

## 3. DETAIL

### Background

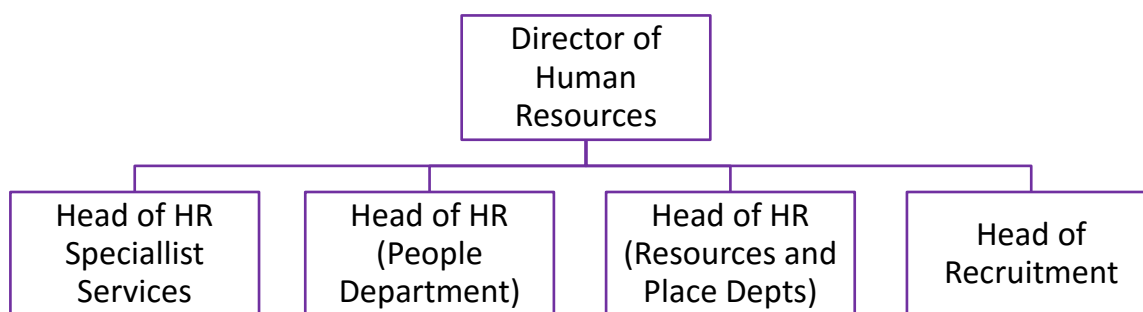
- 3.1. Following the appointment of the Chief Executive and Head of Paid Services on a substantive basis with effect from 19 July 2016, an amended to the tier 1 structure was implemented, resulting in:
- Creation of a new Executive Director of Resources post (which the Appointments Committee appointed to on 06 September 2016).
  - Deletion of the Assistant Chief Executive (Corporate Resources) post

- Amendment of responsibilities and new title to the post of Assistant Chief Executive (Customer and Transformation) post
- Amend the responsibilities slightly of the Chief Executive (so there is no direct line management responsibility for Resources Department functions)
- Amend the line management of: (a) Director of Customer and Transformation (retitled) (b) Director of Strategy, Commissioning and Communities (c) Director of Human Resources (d) Director of Public Health (see below)

3.2. In November 2016, consultation took place with affected postholders over a further re-alignment of responsibilities at a senior management level. This included: (a) moving responsibility for learning and organisational development from the Director of Human Resources to the newly created Director of Strategy and Partnerships and (b) the transfer of recruitment responsibilities from the Head of the HR and Finance Service Centre to the Director of Human Resources.

3.3. The realignment of responsibilities outlined above provide a greater opportunity for our workforce to be enabled with more outward focus through the development of appropriate organisational development learning and development initiatives. Returning recruitment responsibilities to the Director of Human Resources will allow greater cohesion with workforce planning priorities and wider human resource activities.

#### Structure chart



3.4. The Director of Human Resources post has been advertised and the intention is to appoint to the vacancy.

#### Localism Act 2011 and Pay Policy

3.5. As established in the Council's pay policy, agreed by a meeting of the Council on 28 February 2017, chief officers (tier 1 posts) are appointed on fixed pay points, which are subject to local review every two years. The pay policy for 2017/18 agreed by the Council has determined the fixed pay point for the Director of Human Resources is £95,000 and it is proposed to appoint at this level. Salary data from the London Council's pay survey 2016 indicates that this salary is appropriate to attract the calibre of candidates for this role within the context of the borough's opportunities and challenges.

3.6. Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments in accordance with the threshold specified in statutory guidance issued by the

Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.

- 3.7. As it is proposed to appoint the Director of Human Resources on a salary package lower than the specified threshold, the Committee's delegated responsibilities are not engaged and there is no need for the Committee to agree the salary.

## 4 FINANCIAL AND RISK CONSIDERATIONS

### 4.1 Revenue and Capital consequences of report recommendations

	Current year	Future Years		
	2016/17	2017/18	2018/19	2019/20
	£'000	£'000	£'000	£'000
<b>Revenue Budget available</b>	0	95	95	95
<b>Effect of decision</b>	0	95	95	95
<b>Overspend / (underspend)</b>	0	0	0	0

### 4.2 The effect of the decision

This is an established post and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The appointment is expected to be effective until 01 April 2017 and the salary costs arising from this decision can be met from the 2017/18 budget.

### 4.3 Risks

There is a risk of being unable to retain the right calibre of person to this role if the salary is not comparable to the market.

### 4.4 Options

The alternative option of not filling the role; and for not making provision to within the parameters of the Council's agreed Pay Policy Statement is not considered sustainable or viable option as explained in paragraph 4.3 above.

#### 4.5 **Future savings/efficiencies**

None identified.

Approved by: Richard Simpson, Executive Director of Resources

### **5 COMMENTS OF THE ACTING COUNCIL SOLICITOR AND ACTING MONITORING OFFICER**

5.1 The Solicitor to the Council comments that the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.

5.2 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her.

Approved by: J Harris Baker, Acting Council Solicitor and Monitoring Officer.

### **6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT**

6.1 There are no direct considerations arising from this report.

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**CONTACT OFFICER:** Tricia Palmer, Director of Human Resources

**BACKGROUND DOCUMENTS:** None