

Agenda Item 5

REPORT TO:	APPOINTMENTS COMMITTEE 12 September 2018
SUBJECT:	Appointment to Executive Director, Children Families & Education and; Approval of salary for Director of Public Realm
LEAD OFFICER:	Chief Executive
CABINET MEMBER:	Cllr Simon Hall, Cabinet Member for Resources
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure	
FINANCIAL SUMMARY: The salary cost of these posts is contained within the 2018/19 budget.	
KEY DECISION REFERENCE NO: n/a	

1. RECOMMENDATIONS

- 1.1 Agree the salary package of Executive Director, Children Families & Education at a salary of £135,000 per annum under the Localism Act 2011. Agree a provision for an additional market supplement of up to £15k per annum as may be required to attract the calibre of candidate for this role within the context of the borough's opportunities and challenges.
- 1.2 Undertake the selection for and agree an appointment to the post of Executive Director, Children Families & Education 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).
- 1.3 Agree the salary package of Director Public Realm at a salary of £107,000 per annum under the Localism Act 2011.
- 1.4 Note the proposed officer assimilation to the post of Director Public Realm.

2. EXECUTIVE SUMMARY

- 2.1. This report seeks the committee's approval of the salary for Executive Director Children, Families & Education and separately the Director Public Realm.
- 2.2. This report seeks the Committee's approval to undertake the selection for the post of Executive Director, Children Families & Education

3. DETAIL

Background

- 3.1 The council is committed to supporting Children's Services through its improvement plan developed after the recent Ofsted inspection. This highlights the need for a clear line of sight from senior management through to front line staff and creating the conditions capacity to drive improvement. It is recognised that for improvement to be sustainable, the dedicated leadership is required to ensure focus and progress.
- 3.2 The creation of a new department reflects and builds upon the strategic commitment to ensure capacity and focus to improve services to the children in Croydon and that the improved outcomes are sustainable.
- 3.3 A dedicated executive role for children, families and education is being created to ensure the focus on creating the best outcomes for children and families and this is reflected through leadership to day to day operational management.
- 3.4 This change will ensure the DCS is able to focus their leadership entirely on child safeguarding, support for families and educational leadership working together to provide the best outcomes for our resident children.

3.5 Structure chart



- 3.6 Consultation over the role of the Executive Director Children, Families & Education took place in May, the role has subsequently been advertised externally.

Localism Act 2011 and Pay Policy

- 3.7 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments beyond 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.
- 3.8 As set out in the Council's pay policy, directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2018/19 agreed by the Council on 27 February 2018 did not agree a fixed pay point for the Executive Director Children Families & Education as the post did not exist at the time. A local job assessment indicates that a fixed pay point of £135,000 is right for the Executive Director Children, Families & Education and a salary at this level is advised necessary by the Council's recruitment partner in order to attract the calibre of candidates for this role within the context of the borough's ambitions.
- 3.9 The pay assessment for this role has been benchmarked against comparable roles in London and salary data from the London Council's pay survey 2018 and is appropriate. However provision for an additional market supplement of up to £15k per annum may be required to attract the calibre of candidate for this role within the context of the borough's opportunities and challenges.
- 3.10 Under these arrangements the Executive Director Children, Families & Education would receive a salary package which would engage the Committee's discretion in accordance with the delegation set out in paragraph 3.7 above and therefore a decision is required by the Committee to appoint at this pay level.
- 3.11 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 and these requirements will be complied with should members approve the above recommendations.
- 3.12 Similarly the salary for the new post of Director Public Realm, following local assessment, is proposed at a level in excess of the specified threshold determined under the Localism Act and as a result the salary package engages the Committee's discretion in accordance with the delegation set out in paragraph 3.7. A salary at a fixed pay point of £107,000 per annum is recommended.
- 3.13 The post of Director of Public Realm has been created following a re-organisation. A job matching exercise has been carried out in accordance with the Council's policy and procedure for restructuring and reorganisation and the relevant Chief Officer terms and conditions. As a result of this exercise an officer has been assimilated into this new role. Members are asked to note the outcome of this exercise.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	Current year	Future Years		
	2018/19	2019/20	2020/21	2021/22
	£'000	£'000	£'000	£'000
Executive Director*	33.75	135.0	135.0	135.0
Director **	62.42	107.0	107.0	107.0
Overspend / (underspend)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

* the assumption for 2018/19 is that the appointment of the Executive Director will be made for 3 months of the financial year;

** and the appointment of the Director for 7 months,

this may vary depending on the availability of the successful candidate

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 salary costs arising from this decision can be met from the 2018/19 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. Failure to appoint a suitable candidate to this role will result in a lack of strategic leadership for the organisation.

4.4 Options

The alternative option of not filling the role; and for not making provision 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: Lisa Taylor, Director of Finance, Investment and Risk (Deputy S151 Officer)

5 COMMENTS OF THE COUNCIL SOLICITOR AND 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. However such appointments are subject to the requirements as detailed in paragraph 3.4 above in so far as Member approval is required to appoint to salary packages in excess of £100,000.

Approved by: Jacqueline Harris-Baker, 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.

CONTACT OFFICER: Sue Moorman, Director of Human Resources

BACKGROUND DOCUMENTS: Job descriptions

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