

Appointments Committee Agenda



To: Councillor Hamida Ali (Chair)

Councillors Alisa Flemming, Maria Gatland, Yvette Hopley, Shafi Khan and Stuart King

A meeting of the **Appointments Committee** which you are hereby summoned to attend, will be held on **Wednesday, 10 March 2021** at **10.00 am** in **This meeting will be held remotely**

JACQUELINE HARRIS BAKER
Council Solicitor and Monitoring Officer
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Cliona May
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www.croydon.gov.uk/meetings
Tuesday, 2 March 2021

PLEASE NOTE THAT THE GREAT MAJORITY OF THE BUSINESS TO BE DISCUSSED AT THS MEETING WILL BE CONFIDENTIAL AND THEREFORE WILL BE CONDUCTED IN PART B OF THE AGENDA.

The agenda papers for all Council meetings are available on the Council website www.croydon.gov.uk/meetings

If you require any assistance, please contact Meeting Contact as detailed above.

AGENDA – PART A

1. Apologies for Absence

To receive any apologies for absence from members of the Committee

2. Disclosure of Interest

In accordance with the Council's Code of Conduct and the statutory provisions of the Localism Act, Members and co-opted Members of the Council are reminded that it is a requirement to register disclosable pecuniary interests (DPIs) and gifts and hospitality to the value of which exceeds £50 or multiple gifts and/or instances of hospitality with a cumulative value of £50 or more when received from a single donor within a rolling twelve month period. In addition, Members and co-opted Members are reminded that unless their disclosable pecuniary interest is registered on the register of interests or is the subject of a pending notification to the Monitoring Officer, they are required to disclose those disclosable pecuniary interests at the meeting. This should be done by completing the Disclosure of Interest form and handing it to the Democratic Services representative at the start of the meeting. The Chair will then invite Members to make their disclosure orally at the commencement of Agenda item 3. Completed disclosure forms will be provided to the Monitoring Officer for inclusion on the Register of Members' Interests.

3. Urgent Business (if any)

To receive notice from the Chair of any business not on the Agenda which should, in the opinion of the Chair, by reason of special circumstances, be considered as a matter of urgency.

4. Appointment to Director of Early Help and Children's Social Care (Pages 5 - 8)

For Members to undertake the shortlisting and interview process to appoint to the role of Director of Early Help and Children's Social Care.

5. Exclusion of the Press and Public

The following motion is to be moved and seconded where it is proposed to exclude the press and public from the remainder of a meeting:

“That, under Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within those paragraphs indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended.”

6. Appointment to Director of Early Help and Children's Social Care

For Members to undertake the shortlisting and interview process to appoint to the role of Director of Early Help and Children's Social Care.

Agenda Item 4

REPORT TO:	APPOINTMENTS COMMITTEE 10 March 2021
SUBJECT:	APPOINTMENT TO DIRECTOR OF EARLY HELP AND CHILDREN'S SOCIAL CARE
LEAD OFFICER:	Chief Executive
CABINET MEMBER:	Councillor Alisa Flemming Cabinet Member for Children, Young People & Learning
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure.	
FINANCIAL SUMMARY: The salary cost of this post is contained within the existing 2021/22 budget.	
KEY DECISION REFERENCE NO: n/a	

1. RECOMMENDATIONS

- 1.1 Agree the salary package of Director of Early Help and Children's Social Care of £119,646 per annum under the Localism Act 2011.
- 1.2 Undertake the selection for and agree an appointment to the post of Director of Early Help and Children's Social Care 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

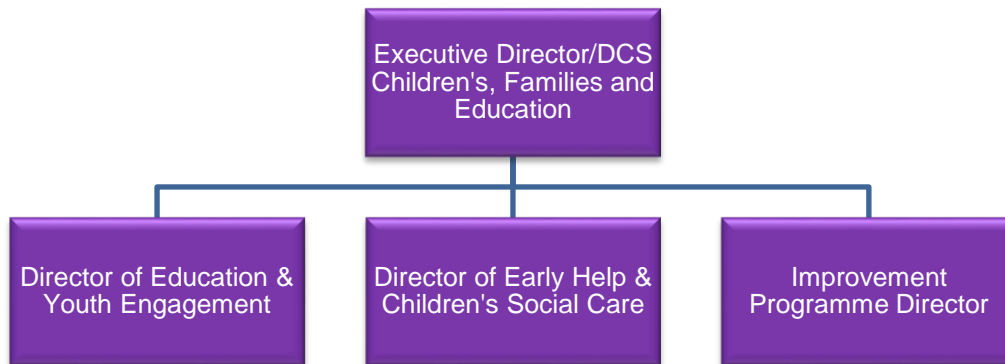
- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Early Help and Children's Social Care.

3. DETAIL

Background

- 3.1 The council is committed to supporting Children's Services through its continued improvement plan, driving the service forward and embedding our systemic practice model, underpinning high quality practice. Ensuring 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 Structure chart



Localism Act 2011 and Pay Policy

- 3.3 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.
- 3.4 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 2020/21 agreed by the Council on 02 March 2020 agreed a fixed pay point for the Director of Early Help and Children's Social Care at £119,646.
- 3.5 Under these arrangements the Director of Early Help and Children's Social Care would receive a salary package which would engage the Committee's discretion in accordance with the delegation set out in paragraph 3.4 above and therefore a decision is required by the Committee to appoint at this pay level.
- 3.6 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.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	Current year	Future Years		
	2021/22	2022/23	2023/24	2024/25
	£'000	£'000	£'000	£'000
Revenue Budget available	119.6	119.6	119.6	119.6
Effect of decision	119.6	119.6	119.6	119.6
Overspend / (underspend)	0	0	0	0

*appointment will not be in place before start of 2021/22

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 2021/22 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: Matt Davis, Deputy S151 Officer

5 LEGAL CONSIDERATIONS

5.1 The Head of Litigation and Corporate Law comments on behalf of the interim Director of Law and Governance 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 requirement as detailed in paragraph 3.3 above in so far as Member approval is required to appoint to salary packages in excess of £100,000.

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

Approved by: Sandra Herbert, Head of Litigation and Corporate Law on behalf of the interim Director of Law and Governance.

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.

7. HUMAN RESOURCES IMPACT

- 7.1 There are no additional human resources impacts beyond those described in the body of the report.

Approved by: Sue Moorman, Director of Human Resources

CONTACT OFFICER:

Sue Moorman, Director of Human Resources

APPENDICES:

None

BACKGROUND DOCUMENTS:

Job description