

Appointments & Disciplinary Committee Agenda



To: Mayor Jason Perry (Chair)
Councillor Lynne Hale (Vice-Chair)
Councillors Jason Cummings, Stuart King, Enid Mollyneaux and
Callton Young

A meeting of the **Appointments & Disciplinary Committee** which you are hereby invited to attend, will be held **Tuesday, 28 November 2023 at 10.00 am. Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA.**

Katherine Kerswell
Chief Executive
London Borough of Croydon
Bernard Weatherill House
8 Mint Walk, Croydon CR0 1EA

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AGENDA

1. Apologies for Absence

To receive any apologies for absence from Members.

2. Minutes (Part A - Open) of the Previous Meeting (Pages 5 - 16)

To approve the Part A minutes of the Appointments & Disciplinary Committee meetings held on:

Friday 29 September 2023,
Monday 16 October 2023,
Tuesday 17 October 2023,
Friday 20 October 2023,
Monday 6 November 2023

as an accurate record.

3. Disclosure of Interests

Members are invited to declare any disclosable pecuniary interests (DPIs), pecuniary or non-pecuniary interests they may have in relation to any item(s) of business on today's agenda.

4. Urgent Business (if any)

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

5. Appointment to the post of Director of Housing Assets

This report seeks the Committee's approval to agree the salary package and undertake the selection and appointment to the post of Director of Housing, Assets.

[To Follow]

6. Exclusion of 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 or a particular item:

"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."

7. Appointment to the post of Director of Housing Assets

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Appointments & Disciplinary Committee

Meeting of Appointments & Disciplinary Committee held on Friday, 29 September 2023 at 1.30 pm in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

- Present:** Councillor Lynne Hale (Deputy Chair)
Councillors Jason Cummings, Stuart King, Ola Kolade, Enid Mollyneaux and Callton Young
- Also Present:** Susmita Sen (Corporate Director for Housing)
Gillian Bevan (Head of Human Resources and Assistant Chief Executive)
Debbie Jones (Corporate Director for Children, Young People and Education)
Adrian May (Interim Head of Services for Democratic Services and Scrutiny)
Michelle Ossei-Gerning (Democratic Services & Governance Officer)

PART A

- 55/22 **Apologies for Absence**
- An apology for absence was received from Executive Mayor Perry. Councillor Ola Kolade was in attendance as his substitute.
- 60/22 **Minutes (Part A - Open) of the Previous Meeting**
- The Part A minutes to the meetings held on Monday 21 August 2023 and Friday 8 September 2023 were approved as an accurate record.
- 56/22 **Disclosure of Interests**
- Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.
- 57/22 **Appointment to the post of Director of Housing Management**
- The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Housing Management which sought the Committee's approval to agree the salary package and undertake the selection to the post of Director of Housing Management.

The Head of Resources and Assistant to Chief Executive, Gillian Bevan, spoke to the report highlighting of the Grade 3 post and the recruitment process. The Corporate Director for Housing shared with the Committee that this post was a crucial role responsible for tenancy management income recovery anti-social behaviour, letting process in regard to sign ups, involving caretaking, and would be a pivotal role in reconnecting with residents in the community. The post holder would be responsible for income tenants and leaseholders. And would be working closely with partners. The post holder would also be working with the 200 staff within the division and deliver the change programme, further working closely with the assets. Resident engagement also fell within the role.

The Committee welcomes the journey the Housing division was under and welcomed the positive steps in recruiting to the role and the salary banding.

In regard to the question raised relating to the top tier structure, the Corporate Director for Housing, Susmita Sen responded that five spots had been created within the directorate where four fell within the HR bay, this particular role focused on the management line of function.

The Committee **RESOLVED**: To

- 1.1 Agree the salary package for the post of Director of Housing Management Grade 3, £122,803-£127,684 per annum.
- 1.2 Undertake the selection for and agree an appointment to the post of Director of Housing Management from the candidate(s) detailed in the Exempt/Part B appendices attached to this report.
- 1.3 Note that any appointment will be subject to the appointment notification process set out in section 3.3 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

58/22

Appointment to the post of Director of Housing, Homelessness Prevention & Accommodation

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Housing, Homelessness Prevention and Accommodation which sought the Committee's approval to agree the salary package and undertake the selection to the post of Director of Housing, Homelessness Prevention & Accommodation.

The Head of Resources and Assistant to Chief Executive, Gillian Bevan, spoke to the report highlighting of the Grade 1 post where the next stage up would be a stakeholder, and the recruitment process. The Corporate Director for Housing informed that the real emphasis to the role focused on homelessness and prevention where emergency accommodation fell within. This was a post to appoint strategically and operationally to have

good public relations. The portfolio includes working with 180 staff to deliver the transformation programme and the Mayoral priorities and theme. The post holder would also have a pivotal role in working with other directorates and supporting the council in undertaking its corporate parenting duties responsibilities working with both children and adult services. Further, the post holder would also have a key responsibility in working with DLUHC (Department for Levelling Up, Housing and Communities), London councils, and hoping to reduce homelessness within the borough and challenges the council currently faced.

In regard to the question relating to the similarities of the Director role of Housing Management and the Director role of Housing, Homelessness Prevention and Accommodation and the significant pressure they both serve, why was the latter role a lower grade to the first. The Head of Resources and Assistant Chief Executive, Gillian Bevan highlighted that though this would need to be reviewed, the Grade 3 role had a more wider responsibility and accountability to the Grade 1 role.

The Committee requested for further details of the difference created between the two roles.

The Committee **RESOLVED**: To

- 1.1 Agree the salary package for the post of Director of Housing, Homelessness Prevention & Accommodation Grade 1 £101,778-£105,820 per annum.
- 1.2 Undertake the selection for and agree an appointment to the post of Director of Housing, Homelessness Prevention & Accommodation from the candidate(s) detailed in the Exempt/Part B appendices.
- 1.3 Note that any appointment will be subject to the appointment notification process set out in section 3.3 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

59/22

Exclusion of Press and Public

The following motion was proposed by Councillor Lynne Hale, seconded by Councillor Callton Young and agreed by the Committee to exclude the press and public for the remainder of the 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 paragraphs 1, 2 and 5 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended”.

61/22

Minutes (Part B - Exempt) of the Previous Meeting

The Part A minutes to the meetings held on Monday 21 August 2023 and Friday 8 September 2023 were approved as an accurate record.

61/22

Appointment to the post of Director of Housing Management

Please note that a full confidential minute has also been produced for this item, although the resolutions agreed by the Committee are set out in the public minute above.

62/22

Appointment to the post of Director of Housing, Homelessness Prevention & Accommodation

Please note that a full confidential minute has also been produced for this item, although the resolutions agreed by the Committee are set out in the public minute above.

The meeting ended at 1:48pm

Appointments & Disciplinary Committee

Meeting of Appointments & Disciplinary Committee held on Monday, 16 October 2023 at 11.04 am in Room 1.18 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

- Present:** Mayor Jason Perry (Chair);
Councillor Lynne Hale (Vice-Chair);
Councillor Jason Cummings, Stuart King, Enid Mollyneaux and Callton Young
- Also Present:** Elaine Jackson (Interim Assistant Chief Executive)
Jennifer Sankar (Head of Human Resources - Housing & Sustainable Communities Regeneration & Economic Recovery)
Nick Hibberd (Corporate Director for Sustainable Communities, Regeneration & Economic Recovery)
Simon Trevaskis (Senior Democratic Services & Scrutiny Officer)

PART A

64/22 **Apologies for Absence**

An apology for absence was received from the Cabinet Member for Streets and Environment Councillor Scott Roche, who was invited as part of his portfolio.

65/22 **Disclosure of Interests**

Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.

66/22 **Appointment to the post of Director of Streets & Environment**

The Appointments and Disciplinary Committee considered the Appointment to the post of Director of Streets and Environment.

The Corporate Director for Sustainable Communities, Regeneration & Economic Recovery, Nick Hibberd, provided an overview of the report outlining the job purposes which covered all work relating to environments, highways and regulatory services. Management with all other services including safety standards, community safety, highway services and SEN passenger transport.

The Committee **RESOLVED**: To

- 1.1. Agree the salary package for the post of Director of Streets & Environment Chief Officer Grade 3 £122,803-£127,684 per annum.
- 1.2. Undertake the selection for and agree an appointment to the post of Director of Streets & Environment from the candidate(s) detailed in the Exempt/Part B appendices.
- 1.3. Note that any appointment will be subject to the appointment notification process set out in section 3.3 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

67/22

Exclusion of Press and Public

The following motion was proposed by Mayor Perry, seconded by Councillor Young and agreed by the Committee to exclude the press and public for the remainder of the 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 paragraphs 1, 2 and 5 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended”.

68/22

Appointment to the post of Director of Streets & Environment

Please note that a full confidential minute has also been produced for this item, although the resolutions agreed by the Committee are set out in the public minute above.

The meeting ended at 11:10am

Appointments & Disciplinary Committee

Meeting of Appointments & Disciplinary Committee held on Tuesday, 17 October 2023 at 1.30 pm in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

Present: Mayor Jason Perry (Chair);
Councillor Lynne Hale (Vice-Chair);
Councillor Stuart King, Enid Mollyneaux, Alasdair Stewart and
Callton Young

Also Present: Elaine Jackson (Interim Assistant Chief Executive)
Susmita Sen (Corporate Director for Housing)
Kenny Uzodike (Senior Democratic Services & Governance Officer)

PART A

70/22 **Apologies for Absence**

An apology for absence was received from Councillor Jason Cummings.
Councillor Alasdair Stewart was in attendance as substitute.

71/22 **Disclosure of Interests**

Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.

72/22 **Appointment to the post of Director of Housing, Homelessness Prevention & Accommodation**

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Housing, Homelessness Prevention & Accommodation, which followed the last meeting held on 29 September 2023 where Members had agreed to interview a number of candidates for the role of Director of Housing, Homelessness Prevention & Accommodation and agreed to hold the final panel of interviews on 17 October 2023.

Full details to the Director of Housing, Homelessness Prevention & Accommodation role were available online and within the agenda pack for the Appointment and Disciplinary Committee meeting held on 29 September 2023.

The interviews were held in private.

73/22

Exclusion of Press and Public

The following motion was proposed by Councillor Perry, seconded by Councillor Stuart King and agreed by the Committee to exclude the press and public for the remainder of the 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 paragraphs 1, 2 and 5 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended”.

74/22

Appointment to the post of Director of Housing, Homelessness Prevention & Accommodation

Please note that a full confidential minute has also been produced for this item, although the resolutions agreed by the Committee are set out in the public minute above.

The meeting ended 1:33pm.

Appointments & Disciplinary Committee

Meeting of Appointments & Disciplinary Committee held on Friday, 20 October 2023 at 12.31 pm in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

Present: Mayor Jason Perry (Chair);
Councillor Lynne Hale (Vice-Chair);
Councillor Jason Cummings, Stuart King, Enid Mollyneaux and
Callton Young

Also Present: Elaine Jackson (Interim Assistant Chief Officer)
Jennifer Sankar (Head of Human Resources - Housing & Sustainable
Communities Regeneration & Economic Recovery)
Susmita Sen (Corporate Director for Housing)
Klaudia Petecka (Democratic Service & Governance Officer)

PART A

75/22 **Apologies for Absence**

There were no apologies.

76/22 **Disclosure of Interests**

Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.

77/22 **Appointment to the post of Director of Housing Management**

The Appointments and Disciplinary Committee considered the Appointment to the post of Director of Housing Management, which followed the last meeting held on 29 September 2023 where Members had agreed to interview a number of candidates for the role of Director of Housing Management and agreed to hold the final panel of interviews on 20 October 2023.

Full details to the Director of Housing Management role were available online and within the agenda pack for the Appointments and Disciplinary Committee meeting held on 29 September 2023.

The interviews were held in private.

78/22

Exclusion of Press and Public

The following motion was proposed by Councillor Jason Perry, seconded by Councillor Stuart King and agreed by the Committee to exclude the press and public for the remainder of the 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 paragraphs 1, 2 and 5 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended”.

79/22

Appointment to the post of Director of Housing Management

Please note that a full confidential minute has also been produced for this item, although the resolutions agreed by the Committee are set out in the public minute above.

The meeting ended at 12.33 pm

Appointments & Disciplinary Committee

Meeting of Appointment & Disciplinary Committee held on Monday, 6 November 2023 at 10.00 am in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

Present: Mayor Jason Perry (Chair);
Councillor Lynne Hale (Vice-Chair);
Councillor Jason Cummings, Stuart King, Enid Mollyneaux and
Callton Young

Also Present: Councillor Scott Roche (Cabinet Member for Streets & Environment)
Councillor Christopher Herman (Shadow Cabinet for Streets &
Environment)
Dean Shoesmith (Chief People Officer)
Nick Hibberd (Corporate Director for Sustainable Communities,
Regeneration & Economic Recovery)

PART A

81/22 **Apologies for Absence**

There were no apologies.

82/22 **Disclosure of Interests**

Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.

83/22 **Review of Temporary Deputy Chief Officer Cover Arrangement –
Extension of Assignment**

The Appointment and Disciplinary Committee considered the Review of Temporary Deputy Chief Officer Cover Arrangement: Extension of Assignment.

The Chief People Officer, Dean Shoesmith, shared with the Committee of the final request to extend the interim appointment. The extension would allow to undertake the recruitment exercise and allow the notice given should the successful candidate require a three-month notice period. The advertisement would be going live imminently.

The Committee **RESOLVED:** to

1.1 To agree to extend the current temporary cover arrangement for the Interim Chief Digital Officer and Director of Resident Access for 6

months from 27 November 2023 until 27 May 2024. A workforce review has taken place and a consultation will be launched in the very near future. This will allow permanent recruitment to this role to take place.

1.2 Note that if the extension is agreed, the Committee's decision will be subject to the usual notification requirements in paragraph 3.3 of Part 4J (Staff Employment Procedure Rules) in the Constitution.

84/22

Appointment to the post of Director of Streets & Environment

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Streets & Environment, which followed the last meeting held on 16 October 2023 where Members had agreed to interview a number of candidates for the role of Director of Streets & Environment and agreed to hold the final panel of interviews on 20 October 2023.

Full details to the Director of Streets & Environment role were available online and within the agenda pack for the Appointment and Disciplinary Committee meeting held on 16 October 2023.

The interviews were held in private.

85/22

Exclusion of Press and Public

The following motion was proposed by Councillor Jason Perry, seconded by Councillor Stuart King and agreed by the Committee to exclude the press and public for the remainder of the 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 paragraphs 1, 2 and 5 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended”.

86/22

Appointment to the post of Director of Streets & Environment

Please note that a full confidential minute has also been produced for this item, although the resolutions agreed by the Committee are set out in the public minute above.

The meeting ended at 10.04 am