

Non-Executive Template

REPORT TO:	APPOINTMENTS AND DISCIPLINARY COMMITTEE 26 May 2023
SUBJECT:	Appointment to the post of Director of Transformation
LEAD OFFICER:	Katherine Kerswell Chief Executive and Head of Paid Service
WARDS:	<i>All</i>
PUBLIC	Open with Exempt Appendices Part B appendices. Not for publication – exempt under part 1, 2 and 3 of Schedule 12A of the Local Government Act 1972 and the public interest in withholding disclosure outweighs the public interest in disclosure. (Information on the basis that this is “information relating to any individual”, “information likely to reveal the identity of an individual” and “information relating to the financial or business affairs of any particular person”)

SUMMARY OF REPORT:

This report seeks the Committee’s approval to agree the salary package and undertake the selection and appointment to the post of Director of Transformation.

FINANCIAL IMPACT:

The salary costs and the oncosts of Pensions and National Insurance costs for the post are budgeted within the Assistant Chief Executive (ACE) Directorate. There are no further financial implications from recruiting to this post. The post is budgeted at Director Grade 1 £93,336-£102,242. A market supplement of £20,758 has been awarded to this role allowing for a maximum salary of up to £123,000 per annum.

1 RECOMMENDATIONS:

The Committee is RECOMMENDED to:

1.1 Agree the salary package for the post of Director of Transformation at £93,336-£102,242 under the Localism Act 2011 plus a market supplement of £20,758 allowing a maximum salary of up to £123,000 per annum.

1.2 Undertake the selection for and agree an appointment to the post of Director of Transformation from the candidate(s) detailed in the Part B appendices to the agenda.

1.3 Any appointment to be subject to the appointment notification process as set out in section 3.3 of part 4J of the Council’s Constitution (Staff Employment Procedure Rules).

1.4 Agree that details of the candidate(s), and the costs of the recruitment campaign set out in the Part B appendices should be treated as exempt information on the basis that this is “information relating to any individual”, “information likely to reveal the identity of an individual” and “information relating to the financial or business affairs of any particular person” respectively, and on the basis that in all the circumstances of the case, the public interest in maintaining these exemptions outweighs the public interest in disclosing the information for the reasons set out in this report.

EXECUTIVE SUMMARY

1.1 As a member of the council’s senior management, the Director of Transformation will lead the design, development and delivery of all the whole organisation transformation programme, incorporating the service level transformation programmes in each directorate. Achieving significant cost savings, fundamentally reshape services and build a new inclusive relationship with the diverse communities of Croydon and council staff.

Working very closely with the chief executive and the Mayor, and with other directors, corporate directors to deliver the transformation programme which underpins the Mayor’s Business Plan, and the medium-term financial strategy and deliver a sustainable council by March 2027.

1.2 Structure



Localism Act 2011 and Pay Policy

- 1.3 The Appointments & Disciplinary Committee established at the Annual Meeting in May 2022 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 provides that elected Members should be given an opportunity to vote before salary packages upon appointment at or above a specified threshold are offered. For these purposes, the specified threshold is currently £100,000 as set by Government.
- 1.4 As set out in the Council's Pay Policy agreed by the Council on 07 March 2022 Director roles are placed on a grade and salary within the Croydon Chief Officer Grades 1 and 3 following evaluation of their post using the Hay job evaluation scheme with provision for incremental progression to the top spinal point of the grade. The Policy also provides that the salaries will be reviewed in line with national awards as determined by the JNC for Local Authority Chief Executives. The salary scale for the Director of Transformation is Grade 1 £98,336-£102,242 with a market supplement awarded of £20,758 total up to £123,000 per annum.
- 1.5 Under these arrangements the Director of Transformation would receive a salary package which would engage the Committee's discretion in accordance with the delegation set out in paragraph 1.3 above and therefore a decision is required by the Committee to appoint at this pay level.
- 1.6 The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Mayor 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

2. CONSULTATION

- 2.1 The recruitment campaign and assessment and selection process included working in partnership with Starfish who undertook search up to the presentation of a longlist of candidates. Concurrently, we advertised on our internal/external Croydon job sites.

3 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

3.1 Revenue and Capital consequences of report recommendations

There are no specific financial implications arising from this recruitment as salary costs and the associated on-costs can be met from within existing budgets within the Assistant Chief Executive Directorate.

The search for this post has been contracted out to an experienced Local Government recruiter, Starfish. Part B further details the costs associated with this recruitment campaign as it is commercially sensitive to include within Part A and would be in breach of our contractual terms with Starfish.

3.2 The effect of the decision

Permanently appointing to this position will provide consistent leadership, design, development and delivery of the whole organisation transformation programme. This is an established post and the salary costs arising from this decision can be met from the 2023/24 budget.

3.3 Risks

The failure to recruit the right candidate is always a risk and may result in further costs to recruit should this happen. There are broader operational and delivery implications, particularly with savings targets and other Directorate responsibilities.

3.4 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 a sustainable or viable option.

3.5 Future savings/efficiencies

This post will contribute towards the identification and implementation of MTFS savings.

3.6 Approved by: Allister Bannin, Director of Finance (Deputy s151 Officer)

4. LEGAL CONSIDERATIONS

4.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Legal Services and Monitoring Officer that the Council may generally 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.

4.2 However, under Section 40 of the Localism Act 2011, the Council must have regard to guidance issued by the Secretary of State when preparing and approving its pay policy statement. The Guidance entitled "Openness and accountability in local pay; guidance under section 40 of the Localism Act" provides "full council, or a meeting of members should be offered the opportunity to vote before large salary packages are offered in respect of a new

appointment. The Secretary of State considers that £100,000 is the right level for that threshold to be set”.

- 4.3 The Council’s pay policy statement provides that “following the decision of the Annual Council meeting on 3 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”.
- 4.4 The Council’s pay policy statement also provides that “market supplements will, when added to basic pay, not normally exceed 10% of base pay but by formal exception may be up to 20% of base pay. Any market supplement for the Chief Executive and Chief Officers will be recommended by the Chief People Officer and Chief Executive and determined by the Appointments Committee”. In addition, the statement provides “appointments to Chief Officer posts will be made within the grade and salaries stated for the respective post as set out in Appendix B however, where market forces are such that the council cannot appoint a candidate within the grade range, a market supplement case may be made in accordance with the Council’s market supplement policy and procedure. This will require an objective justification business case report being presented to the Appointments Committee for approval”.
- 4.5 Staff Employment Procedure Rules at Part 4.J of the Constitution provides for a notification process to ensure that the Mayor and any other Cabinet Members have no material or well-founded objections to the offer of appointment and this process must take place before an offer of appointment can be made.

Approved by: Sandra Herbert, Head of Litigation and Corporate Law for and on behalf of Stephen Lawrence-Orumwense the Director Legal Services and Monitoring Officer.

5 HUMAN RESOURCES IMPACT

- 5.1 There are no additional human resources impacts beyond those described in the body of the report.
- 5.2 Approved by: Dean Shoesmith, Chief People Officer.

6 EQUALITIES IMPACT

- 6.1 There are no direct equality considerations arising from this report. However, as a senior member of staff the Director will be required to promote the Public Sector Equality Duties (PSED) as detailed:
- (i) Eliminate unlawful discrimination, harassment and victimisation

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- (ii) Advance equality of opportunity between people who share a protected characteristic and those who do not.
- (iii) Foster or encourage good relations between people who share a protected characteristic and those who do not.

6.2 As a member of the management team, the post holder will also have responsibility for the implementation of the Equality Strategy 2020- 2026 which includes the standards of the Chief Executive for London Council's Tackling Racial Injustice programme. This includes ensuring that both equality and race have measurable actions on personal development plans for the post holder.

6.3 The post holder will be requested to share equality monitoring data when in post.

Approved by: Denise McCausland, Equalities Programme Manager 11/05/23

7 ENVIRONMENTAL IMPACT

7.1 There are none

7.1 (Approved by: *[A N. Other]* on behalf of the Director of XX)

8 CRIME AND DISORDER REDUCTION IMPACT

8.1 There are none.

8.1 (Approved by: *[A N. Other]* on behalf of the Director of XX)

9 DATA PROTECTION IMPLICATIONS

9.1 WILL THE SUBJECT OF THE REPORT INVOLVE THE PROCESSING OF 'PERSONAL DATA'?

The recommendations contained within this report involve the processing of data in accordance with data protection requirements via the Council's HR and payroll systems, policies and processes.

Approved by: Dean Shoosmith Chief People Officer

CONTACT OFFICER: Katie Wallace, Head of Recruitment

APPENDICES TO THIS REPORT

Appendix 1: Candidate Application Pack, containing Role Profile

PART B - Appendix 2: Search approach and cost and Candidate Application

BACKGROUND DOCUMENTS:

None

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