

Appointments Committee Agenda



To: Councillor Alison Butler (Vice-Chair)
Councillors Simon Hall, Paul Scott, Manju Shahul-Hameed,
Jason Cummings and Lynne Hale

A meeting of the **Appointments Committee** which you are hereby summoned to attend, will be held on **Monday, 16 March 2020 at 12.00 pm** in **G4, Town Hall, Katharine Street, Croydon CR0 1NX**

JACQUELINE HARRIS BAKER
Council Solicitor and Monitoring Officer
London Borough of Croydon
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www.croydon.gov.uk/meetings
Friday, 6 March 2020

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

If you would like to record the meeting, we ask that you read the guidance on the recording of public meetings [here](#) before attending.

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. Election of the Chair

To elect a Chair for the meeting.

2. Apologies for Absence

To receive any apologies for absence from members of the Committee

3. Minutes of the Previous Meeting (Pages 5 - 6)

To approve the minutes of the meeting held on 7 October 2019.

4. 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.

5. 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.

**6. Appointment to the Director of Homes and Social Investment
(Pages 7 - 10)**

For Members to undertake the shortlisting and interview process to appoint to the role of Homes and Social Investment.

7. 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.”

8. Appointment to the Director of Homes and Social Investment (Part B)

For Members to undertake the shortlisting and interview process to appoint to the role of Director of Homes and Social Investment (Part B).

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Appointments Committee

Meeting held on Monday, 7 October 2019 at 4.30 pm in F10, Town Hall, Katharine Street, Croydon CR0 1NX

MINUTES

Present: Councillor Tony Newman (Chair);
Councillor Alison Butler (Vice-Chair);
Councillors Hamida Ali, Simon Hall, Jason Perry and Helen Redfern

Also Present: Sue Moorman (Director of HR) and Jo Negrini (Chief Executive)

PART A

15/18 Apologies for Absence

There were no apologies for absence.

16/18 Minutes of the Previous Meeting

The minutes of the meeting held on 30 September 2019 were agreed as an accurate record.

17/18 Disclosure of Interest

There were no disclosures of interests.

18/18 Urgent Business (if any)

There were no items of urgent business.

19/18 Appointment to Executive Director, Resources

RESOLVED: The Committee AGREED the recommendations in the officer's report:

- i. Having due regard to the Council's current Pay Policy, agreed the salary package for this role, Executive Director, Resources at a salary of £156,060 per annum under section 40 of the Localism Act 2011 and the provisions of the council's constitution.
- ii. Undertake the selection and the appointment to the post of Executive Director, Resources from the candidate(s) detailed in the Part B appendices to the agenda and in accordance with the provisions of part 4J of the Council's constitution (Staff Employment Procedure Rules).

- iii. 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).

20/18 Exclusion of the Press and Public

The following motion was proposed by Councillor Newman, seconded by Councillor Hall 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 paragraph 1 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended".

PART B

21/18 Appointment to Executive Director, Resources

RESOLVED: The Committee AGREED to appoint Jacqueline Harris Baker as Executive Director, Resources.

The meeting ended at 5.30 pm

Signed:

Date:

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REPORT TO:	APPOINTMENTS COMMITTEE Monday 16 March 2020
SUBJECT:	APPOINTMENT TO Director of Homes and Social Investment
LEAD OFFICER:	Chief Executive
CABINET MEMBER:	Leader, Cllr Tony Newman Cabinet member Cllr Alison Butler
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure.	
FINANCIAL SUMMARY: The salary cost of this post is contained within the existing 2020/21 budget.	

1. RECOMMENDATIONS

- 1.1 Having due regard to the Council's current Pay Policy, agree the salary package for this role, Director of Homes and Social Investment, Place, at a salary of £109,140 per annum Under section 40 of the Localism Act 2011 and the provisions of the council's constitution.
- 1.2 Undertake the selection and the appointment to the post of Director of Homes and Social Investment, Place from the candidate(s) detailed in the Part B appendices to the agenda (to follow) and in accordance with the provisions of part 4 J of the council's constitution (Staff Employment Procedure Rules).
- 1.3 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 Homes and Social Investment, Place.

3. DETAIL

- 3.1 The Director of Homes and Social Investment is a key strategic post plays a key role in the Corporate Leadership Team (CLT) in leading and delivering corporate objectives.

As part of the Corporate Leadership Team with a direct report into the Executive Director, Place, to provide inspiring and effective leadership and drive performance at corporate and departmental levels to deliver the Council's strategy and key outcomes.

- 3.2 The post holder will have responsibility for the Home and Social Investment division which includes the services as set out below.

Responsive Repairs and Maintenance.
Facilities Management
Health & Safety
Asset Management & Estates
Property Maintenance
Sustainable Energy

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 Homes and Social Investment £109,140.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	Current year*	Future Years		
	2020/21	2021/22	2022/23	2023/2024*
	£'000	£'000	£'000	£'000
Revenue Budget available	81.855	109.140	109.140	109.140
Effect of decision	81.855	109.140	109.140	109.140
Overspend / (underspend)	0	0	0	0

* the assumption for 2020/21 is that the appointment will be made for 9 months of the financial year, 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 appointment is expected to be effective from July 2020 and the salary costs arising from this decision can be met from the existing 2020/21 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 appoint 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 (S151 Officer)

5 LEGAL CONSIDERATIONS

5.1 The Head of Litigation and Corporate Law comments on behalf of the 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.

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: Sandra Herbert Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy 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:
BACKGROUND DOCUMENTS:

Sue Moorman, Director of Human Resources
Job Description

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