

Appointments Committee Agenda



To: Councillor Hamida Ali (Chair)
Councillor Stuart King (Vice-Chair)
Councillors Jason Cummings, Lynne Hale, Joy Prince and Callton Young

A meeting of the **Appointments Committee** which you are hereby summoned to attend, will be held on **Wednesday, 27 April 2022** at **9.00 am** in **Council Chamber, Town Hall, Katharine Street, Croydon CR0 1NX**

Andrew Hunkin
Monitoring Officer
London Borough of Croydon
Bernard Weatherill House
8 Mint Walk, Croydon CR0 1EA

Stephen Rowan
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www.croydon.gov.uk/meetings
Tuesday, 19 April 2022

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.

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 Stephen Rowan as detailed above.

AGENDA – PART A

1. **Apologies for Absence**

To receive any apologies for absence from members of the Committee.

2. **Minutes of previous meetings** (Pages 5 - 18)

To approve the minutes of the meeting held on 17 March 2021 and reconvened on 23rd March 2021 and the meeting held on 23rd June 2021.

3. **Disclosure of Interest**

Members and co-opted Members of the Council are reminded that, in accordance with the Council's Code of Conduct and the statutory provisions of the Localism Act, they are required to consider **in advance of each meeting** whether they have a disclosable pecuniary interest (DPI), an other registrable interest (ORI) or a non-registrable interest (NRI) in relation to any matter on the agenda. If advice is needed, Members should contact the Monitoring Officer **in good time before the meeting**.

If any Member or co-opted Member of the Council identifies a DPI or ORI which they have not already registered on the Council's register of interests or which requires updating, they should complete the disclosure form which can be obtained from Democratic Services at any time, copies of which will be available at the meeting for return to the Monitoring Officer.

Members and co-opted Members are required to disclose any DPIs and ORIs at the meeting.

- Where the matter relates to a DPI they may not participate in any discussion or vote on the matter and must not stay in the meeting unless granted a dispensation.
- Where the matter relates to an ORI they may not vote on the matter unless granted a dispensation.
- Where a Member or co-opted Member has an NRI which directly relates to their financial interest or wellbeing, or that of a relative or close associate, they must disclose the interest at the meeting, may not take part in any discussion or vote on the matter and must not stay in the meeting unless granted a dispensation. Where a matter affects the NRI of a Member or co-opted Member, section 9 of Appendix B of the Code of Conduct sets out the test which must be applied by the Member to decide whether disclosure is required.

The Chair will invite Members to make their disclosure orally at the commencement of Agenda item 3, to be recorded in the minutes.

- 4. 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.
- 5. Senior Leadership Recruitment Campaign 2021/22 (Pages 19 - 42)**
To consider the report of the Chief People Officer.
- 6. Update on the Implementation of the Organisational Redesign of Croydon Council (Pages 43 - 196)**
To consider the report of the Chief Executive.
- 7. Formal Review of the Recruitment Policy (Pages 197 - 204)**
To consider the report of the Chief People Officer.
- 8. Positive Action Talent Development Programmes (Pages 205 - 216)**
To consider the report of the Chief People Officer.
- 9. Draft People and Cultural Transformation Strategy 2022-2025 (Pages 217 - 230)**
To consider the report of the Chief People Officer.
- 10. 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.”

PART B

- 11. Minutes of previous meetings (Pages 231 - 240)**
To approve the confidential minutes of the meeting held on 17 March 2021 and reconvened on 23rd March 2021 and the meeting held on 23rd June 2021.
- 12. Extension of the fixed-term contract for the Interim Director of Culture and Community Safety and extension of the agency**

engagement of the Chief Digital Officer (Pages 241 - 244)

To consider the report of the Chief People Officer.

13. Chief People Officer - Market Supplement and Grade (Pages 245 - 250)

To consider the report of the Chief Executive.

14. Director of Commercial Investment - Market Supplement (Pages 251 - 256)

To consider the report of the Chief Executive.

15. Consideration of various recommendations placed before the Appointments Committee of 23 June 2021 - Matters pending the publication of the second Report in the Public Interest regarding the refurbishment of Fairfield Halls

To consider the report of the Interim Monitoring Officer. *(To Follow)*

16. Response to Formal Query from the External Auditor raised in regard to the settlement agreement with the former Chief Executive

To consider the report of the Interim Monitoring Officer. *(To Follow)*