

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 **Friday, 9 June 2023 at 2pm, 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. 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.

3. Minutes (Part A - Open) of the Previous Meeting (Pages 5 - 8)

To approve the Part A minutes of the Appointments & Disciplinary Committee meeting held on the 26th May 2023 as an accurate record.

4. Urgent Items (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 Transformation

At the Appointments & Disciplinary Committee meeting, 26th May 2023, the Committee agreed to progress any selected candidate/s for the post of Director of Transformation to final panel Interview/s to be held on the 9th June 2023.

Under Item 5, the Chair of the Committee will move that the remainder of the meeting be held in private – for the stated reasons below.

6. Exclusion of Press and Public

The following motion is to be moved and seconded, as will be 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, 2, and 3 of Schedule 12A of the Local Government Act 1972, as amended.

Those categories are “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”.

- 7. Minutes (Part B - Exempt) of the Previous Meeting (Pages 9 - 10)**
To approve the Part B minutes of the Appointments & Disciplinary Committee meeting held on the 26th May 2023 as an accurate record.

- 8. Appointment to the Post of Director of Transformation (Part B)**
(Pages 11 - 12)

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Appointments & Disciplinary Committee

Meeting of Appointments & Disciplinary Committee held on Friday, 26 May 2023 at 2.00pm 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);
Councillors Jason Cummings, Stuart King, Enid Mollyneaux and Callton Young

Also Present: Katherine Kerswell, Chief Executive Officer
Elaine Jackson, Assistant Chief Executive Officer
Dean Shoesmith, Chief People Officer
Tom Downs, Democratic Service Officer
Michelle Ossei-Gerning, Democratic Service Officer

PART A

8/22 **Apologies for Absence**

There were no apologies from this meeting.

9/22 **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.

13/22 **Urgent Business**

There were no items of urgent business

11/22 **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 report. The Chief People Officer, Dean Shoesmith, provided an overview of the report which requested for an extension of the interim cover arrangement for the Interim Chief Digital Officer and Director of Resident Access.

The Committee further heard that the position was an extension of a six-month period from 27 May 2023 to 27 November 2023. The reason for the extension was to undertake a review of the workforce within the Digital and Resident Access division, and to further enable other recruitment to ensure sufficient capacity was held within the department.

Having considered the report,

The Committee **RESOLVED**:

- 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 May 2023 until 27 November 2023, pending a workforce review within the Digital and Resident Access division, and following which permanent recruitment will 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.

10/22

Appointment to the post of Director of Transformation

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Transformation report. The Chief Executive Officer, Katherine Kerswell, provided an overview of the report which sought for the Committee's approval to agree the salary package and undertake the selection and appointment to the post of Director of Transformation.

The Committee heard that the appointed person would lead the design, development and delivery of all the whole organisation transformation programme, incorporating the service level transformation programmes in each directorate, further, the appointed person would be achieving significant cost savings, fundamentally reshape services and build a new inclusive relationship with the diverse communities of Croydon and council staff.

Contrary to Recommendation 1.2 in the report, the date of interview was scheduled for 9 June 2023, and it was agreed by the Committee that the date was reflected within the recommendation.

Having considered the report and the applications to be submitted for the role,

The Committee **RESOLVED**:

- 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 to short-list for final panel interview on Friday the 9th June any candidates listed in Part B for the post of Director of Transformation.
- 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.

12/22

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, 2 and 3 of Schedule 12A of the Local Government Act 1972, as amended".

The Part A element of the meeting ended at 2:14pm and moved to Part B

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Agenda Item 7

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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