

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 **Thursday, 28 March 2024 at 4.30 pm. 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

Democratic Services
Democratic.Services@croydon.gov.uk
www.croydon.gov.uk/meetings

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If you require any assistance, please contact Democratic Services as detailed above.

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 of the Previous Meeting (Pages 5 - 14)

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

Monday 6 November 2023

Thursday 16th November 2023

Monday 29th January 2024

As an accurate record.

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. Senior Staffing Matters : RENEWAL OF CHIEF OFFICER FIXED TERM CONTRACT - PART A (Pages 15 - 16)

This report seeks the Committee's approval to agree to the extension of the current fixed-term contract for the Assistant Chief Executive.

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. Minutes of Previous Meeting (Part B) (Pages 17 - 22)

Part B Minutes of previous meeting/s to be agreed by the Committee.

Monday 6 November 2023

Thursday 16th November 2023

Monday 29th January 2024

8. Senior Staffing Matters: RENEWAL OF CHIEF OFFICER FIXED TERM CONTRACT-(PART B) (Pages 23 - 28)

Public Document Pack Agenda Item 3

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 Christopher Herman and Scott Roche
Dean Shoesmith
Nick Hibberd

PART A

81/22 **Apologies for Absence**

An apology for absence was received from Executive Mayor Perry. Councillor Stranack was in attendance as his substitute.

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 6 November 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 Hale, seconded by Councillor Cummings 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

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Appointments & Disciplinary Committee

Meeting of held on Thursday, 16 November 2023 at 6.00 pm in Room 1.01 and 1.02 -
Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

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

Also Present: Looqman Desai, Deputy Monitoring Officer
Elaine Jackson – Assistant Chief Executive
Stephen Lawrence-Orumwense – Director of Legal Services & Monitoring Officer
Dean Shoesmith, Chief People Officer
Adrian May – Interim Head of Democratic Services

PART A

87/22 **Apologies for Absence**

There were none provided.

88/22 **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.

89/22 **Minutes of the Previous Meeting (PART A)**

It was noted that minutes of previous meetings would be presented at the next meeting of the Committee.

90/22 **Confidential Staffing Matter - An Update (Part A)**

As the meeting was to discuss the Part B (exempt) report which provides an update to the Committee on an on-going confidential staffing matter, the committee moved to item 5.

91/22 **Exclusion of Press and Public**

The following motion was proposed by Councillor Hale, seconded by Councillor Cummings 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”.

The meeting then stopped broadcasting and moved to confidential session.

92/22

Minutes of the Previous Meeting (Part B)

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

93/22

94/22

Confidential Staffing Matter - An Update (PART B)

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

94/22

Urgent Business

There were no items of urgent business

Public Document Pack

Appointments & Disciplinary Committee

Meeting of held on Monday, 29 January 2024 at 10.30 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: Looqman Desai, Deputy Monitoring Officer
Jane West, Corporate Director for Resources (Section 151) Dean Shoesmith, Chief People's Officer Gillian Bevan, Head of Human Resources Adrian May, Interim Head of Democratic Services and Scrutiny
Michelle Ossei-Gerning, Democratic Services Office

PART A

8/24 **Apologies for Absence**

There were no apologies.

9/24 **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.

Councillors Lynne Hale, Callton Young and Chief People's Officer Dean Shoesmith informed the Committee that they were present as a witness to the Hazel Simmonds case at the Employment Tribunal on behalf of the council.

Officers Dean Shoesmith and Jane West informed the Committee that they would withdraw themselves from part 2 in the item relating to staffing matters.

10/24 **Urgent Business (if any)**

There were none.

11/24 **Appointment to the post of Director of Customer Experience & Technology**

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Customer Experience & Technology.

The Chief People's Officer, Dean Shoesmith shared with the Committee that the key appointment for the council sees the post focused on transforming the council through the use of digital solution technology and seeking to drive better services for residents through improved customary experience. The job evaluation was set through the Hay job evaluation scheme as a grade 3 post from £122,803 to £127,684 which was sufficient to be competitive within the London Market.

The Committee **RESOLVED** to:

1.1. Agree the salary package for the post of Director of Customer Experience & Technology, Grade 3 £122,803 to £127,684.

1.2. Undertake the selection for and agree an appointment to the post of Director of Customer Experience & Technology 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).

12/24

Outcome of the Hazel Simmonds Employment Tribunal Case

The Appointment and Disciplinary Committee considered the Outcome of the Hazel Simmonds Employment Tribunal Case.

The Chief's People Officer Dean Shoesmith shared with the Committee that this matter had concerned with the claimant, Ms Simmonds, making a complaint against the council and the council's Chief Executive Officer for race and sex discrimination, which was dismissed by the Employment Tribunal against the council and the council's Chief Executive Officer. A further claim from the claimant of an unfair dismissal was brought against the council, which was also dismissed by the Employment Tribunal.

With regards to seeking the costs from Ms Simmonds, the Committee was asked to consider the high bar set by the Tribunal on cost recovery, and applications for costs of recovery; further expenditure for the council; the amount it would cost to pursue applications would not be economic or in the public interests; and lastly within paragraph 3.30 to 3.32 of the report which sets out the position the council was in and the costs of the legal process.

Comments from the Committee welcomed the outcome of the Employment Tribunal case and thanked officers involved in the preparation of the case. It was further noted that this case had cost a lot

of money for the council to go through the process and thus was vital for the council to defend in the way they did.

It was further clarified by the Deputy Monitoring Officer, Looqman Desai, that the council was not in a position to not make a further application for the costs, and this decision would be made at officer level. This was unanimously agreed by the Committee.

The Committee RESOLVED to note the outcome of the Hazel Simmonds employment tribunal case.

13/24

Senior Staffing Matters: 1. Review of Chief Executive and Head of Paid Service Pay; 2. Review of Chief Officer and Deputy Chief Officer Market Supplements

The Appointment and Disciplinary Committee heard that the Part B (exempt) version of this report referred to senior staffing matters, which related to individual terms and conditions of employment, therefore the entirety of this report was heard in Part B.

14/24

Exclusion of Press and Public

The following motion was proposed by Councillor Hale, seconded by Councillor Cummings 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”.

15/24

Senior Staffing Matters: 1. Review of Chief Executive and Head of Paid Service Pay; 2. Review of Chief Officer and Deputy Chief Officer Market Supplements

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.

16/24

Appointment to the post of Director of Customer Experience & Technology

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 10:55am

LONDON BOROUGH OF CROYDON

REPORT:	Part A - APPOINTMENTS AND DISCIPLINARY COMMITTEE	
DATE OF DECISION	28 March 2024	
REPORT TITLE:	SENIOR STAFFING MATTERS: RENEWAL OF CHIEF OFFICER FIXED TERM CONTRACT	
CORPORATE DIRECTOR / DIRECTOR:	DEAN SHOESMITH CHIEF PEOPLE OFFICER	
LEAD OFFICER:	GILLIAN BEVAN HEAD OF HR, RESOURCES AND ACE DIRECTORATES Email: Gillian.bevan@croydon.gov.uk	
LEAD MEMBER:	CLLR JASON CUMMINGS LEAD MEMBER FOR FINANCE AND HUMAN RESOURCES	
CONTAINS EXEMPT INFORMATION?	Yes	Grounds for the exemption: Exempt under paragraph(s) 1 and 2 (Information relating to any individual and which is likely to reveal the identity of an individual) in part 1 (Appendix 1) of Schedule 12A of the Local Government Act 1972 and the public interest in withholding disclosure outweighs the public interest in disclosure.
WARDS AFFECTED:	ALL	

1 BASIC OUTLINE OF REPORT

1.1. The Part B (exempt) version of this report refers to senior staffing matter, which relates to an individual's terms and conditions of employment, therefore the entirety of the report is in Part B.

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