

Appointments & Disciplinary Committee

Meeting of held on Thursday, 21 November 2024 at 4.30 pm 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, Councillor Stuart King, Councillor
Enid Mollyneaux and Councillor Callton Young

Also Present: Dean Shoesmith, Susmita Sen, Adrian May

PART A

66/24 **Apologies for Absence**

No apologies received, all Committee Members present.

67/24 **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.

68/24 **Minutes of the previous meeting (Part A)**

The minutes of the 17th October 2024 Part A were agreed.

69/24 **Appointment to the post of Director of Housing, New Build & Estate Regeneration (Part A)**

Dean Shoesmith, Chief People Officer, and Susmita Sen, Corporate Director of Housing, introduced the report, noting that the Director of Housing, New Build & Estate Regeneration position would be a new post.

Various benchmarking using a London Council's pay database and market knowledge had demonstrated that a special occupational scarcity allowance needed to be applied, and it was confirmed that sufficient budget existed for the post.

Susmita explained that the new post was key to developing the new housing supply in Croydon - working with developers and housing partners including government and agencies to deliver the borough's housing targets.

In response to a question from Cllr King, Dean Shoesmith explained that Council would make the decision on considering and agreeing the Council's Pay Policy Statement, however the decision around the Market Supplement Policy and Special Occupational Scarcity Allowance had already been taken by the CE under delegated authority by the Committee. Dean confirmed that the report to Council on the Pay Policy Statement would clarify that point.

The Committee **RESOLVED**:

2.1 To note that the Chief Executive under delegated decision-making powers has amended the Market Supplement Policy to include provision for a special occupational scarcity allowance. To note that Full Council will note the variation and updating of the Pay Policy Statement 2024/25 noting provision for an occupational skills scarcity payment as set out in paragraph 3.3 of the report, [and] Agree:

(i) the salary package for the post of Director of Housing, New Build & Estate Regeneration Grade 2, £115,000-£119,564, plus a special allowance payment of 2 up to £5,436 per year, a maximum of £125,000 per year total annual remuneration

2.2 Undertake the selection for and agree an appointment to the post Director of Housing, New Build & Estate Regeneration from the candidate(s) detailed in the Exempt/Part B Appendix attached to this report.

2.3 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)

70/24

Exclusion of Press and Public

The Chair proposed and Committee agreed 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 and 2 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended".

71/24

Minutes of the previous meeting (Part B)

The minutes of the 17th October 2024 Part B were considered under Part B.

72/24

**Appointment to the post of Director of Housing, New Build & Estate
Regeneration (Part B)**

The shortlisting for full panel interview was considered under Part B of the meeting.