

<b>REPORT TO:</b>	<b>APPOINTMENTS COMMITTEE</b> <b>28 May 2019</b>
<b>SUBJECT:</b>	<b>APPOINTMENT TO DIRECTOR OF VIOLENCE REDUCTION NETWORK</b>
<b>LEAD OFFICER:</b>	<b>Executive Director for Place</b>
<b>CABINET MEMBER:</b>	<b>Councillor Hamida Ali</b>
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> The Council's management structure.	
<b>FINANCIAL SUMMARY:</b> The salary cost of this post is contained within the existing 2019/20 budget.	

## **1. RECOMMENDATIONS**

- 1.1 Agree candidate selection for interview and subsequently agree an appointment to the post of Director of Violence Reduction Network from the candidate(s) detailed in the Part B appendices to the agenda (to follow).
- 1.2 Note the salary for this role has been assessed and agreed at £98,838 per annum
- 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**

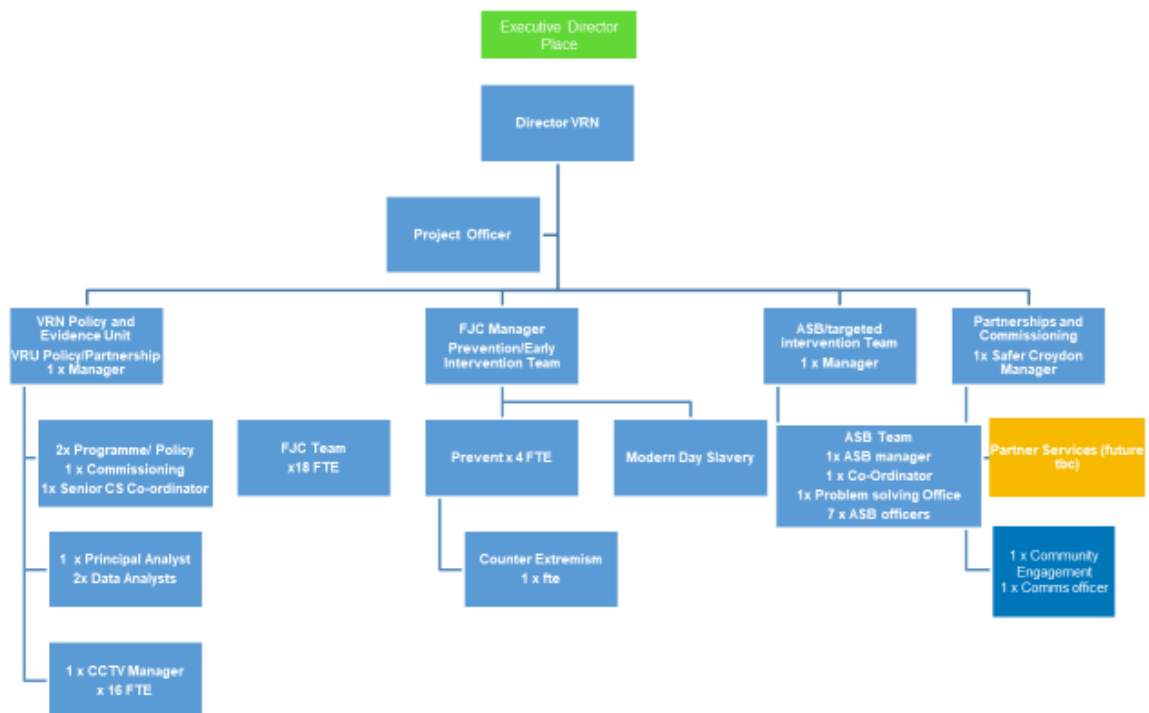
- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Integration and Innovation.

## **3. DETAIL**

- 3.1 A review of community safety was undertaken in November 2018 and it was agreed that the Council create a Violence Reduction Network. Other commitments include continuing to prioritise tackling domestic and sexual abuse, tackling anti-social behaviour, working with local communities, upgrading the CCTV network, becoming a lead borough in tackling modern slavery and keeping young people safe.
- 3.3 Following a formal consultation process on the structure and service design of the Violence Reduction Unit. It is proposed to create a new Director post to lead the

Violence Reduction Network reporting to the Executive Director of Place. This post will design, implement and manage the transition to the new public health approach to violent crime and emerging modern day slavery priorities. The post holder will work directly with the Cabinet member for Safer Croydon and Communities, the Leader of the Council, and senior figures in London and national government and other agencies.

- 3.4 The post holder will have direct management responsibility for the services as set out below, but will also have a partnership management responsibility for police, partner and community organisations and interventions which form part of the wider public health approach to violent crime.



#### 4 LOCALISM ACT 2011 AND PAY POLICY

- 4.1 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.
- 4.2 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 2019/20 agreed by the Council on 27 February 2019 agreed a fixed pay

point for the Director of Violence Reduction Network at £98,838. As this salary package is lower than the specified threshold, the Committee's delegated responsibilities are not engaged and there is no need for the Committee to agree the salary.

## 4 FINANCIAL AND RISK CONSIDERATIONS

### 4.1 Revenue and Capital consequences of report recommendations

	Current year*	Future Years		
	2019/2020	2020/21	2021/22**	2022/23**
	£'000	£'000	£'000	£'000
<b>Revenue Budget available</b>	57.655	98.838	98.838	98.838
<b>Effect of decision</b>	57.655	98.838	98.838	98.838
<b>Overspend / (underspend)</b>	0	0	0	0

\* the assumption for 2019/120 is that the appointment will be made for 7 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 1<sup>st</sup> September 2019 and the salary costs arising from this decision can be met from the existing 2019/20 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.

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**CONTACT OFFICER:** Sue Moorman, Director of Human Resources

**APPENDIX A:** Job Description – Director, Violence Reduction Unit

**BACKGROUND DOCUMENTS:** None