

Appointments & Disciplinary Committee

Meeting of Appointments & Disciplinary Committee held on Friday, 29 September 2023 at 1.30 pm in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

- Present:** Councillor Lynne Hale (Deputy Chair)
Councillors Jason Cummings, Stuart King, Ola Kolade, Enid Mollyneaux and Callton Young
- Also Present:** Susmita Sen (Corporate Director for Housing)
Gillian Bevan (Head of Human Resources and Assistant Chief Executive)
Debbie Jones (Corporate Director for Children, Young People and Education)
Adrian May (Interim Head of Services for Democratic Services and Scrutiny)
Michelle Ossei-Gerning (Democratic Services & Governance Officer)

PART A

- 55/22 **Apologies for Absence**
- An apology for absence was received from Executive Mayor Perry. Councillor Ola Kolade was in attendance as his substitute.
- 60/22 **Minutes (Part A - Open) of the Previous Meeting**
- The Part A minutes to the meetings held on Monday 21 August 2023 and Friday 8 September 2023 were approved as an accurate record.
- 56/22 **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.
- 57/22 **Appointment to the post of Director of Housing Management**
- The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Housing Management which sought the Committee's approval to agree the salary package and undertake the selection to the post of Director of Housing Management.

The Head of Resources and Assistant to Chief Executive, Gillian Bevan, spoke to the report highlighting of the Grade 3 post and the recruitment process. The Corporate Director for Housing shared with the Committee that this post was a crucial role responsible for tenancy management income recovery anti-social behaviour, letting process in regard to sign ups, involving caretaking, and would be a pivotal role in reconnecting with residents in the community. The post holder would be responsible for income tenants and leaseholders. And would be working closely with partners. The post holder would also be working with the 200 staff within the division and deliver the change programme, further working closely with the assets. Resident engagement also fell within the role.

The Committee welcomes the journey the Housing division was under and welcomed the positive steps in recruiting to the role and the salary banding.

In regard to the question raised relating to the top tier structure, the Corporate Director for Housing, Susmita Sen responded that five spots had been created within the directorate where four fell within the HR bay, this particular role focused on the management line of function.

The Committee **RESOLVED**: To

- 1.1 Agree the salary package for the post of Director of Housing Management Grade 3, £122,803-£127,684 per annum.
- 1.2 Undertake the selection for and agree an appointment to the post of Director of Housing Management from the candidate(s) detailed in the Exempt/Part B appendices attached to this report.
- 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).

58/22

Appointment to the post of Director of Housing, Homelessness Prevention & Accommodation

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Housing, Homelessness Prevention and Accommodation which sought the Committee's approval to agree the salary package and undertake the selection to the post of Director of Housing, Homelessness Prevention & Accommodation.

The Head of Resources and Assistant to Chief Executive, Gillian Bevan, spoke to the report highlighting of the Grade 1 post where the next stage up would be a stakeholder, and the recruitment process. The Corporate Director for Housing informed that the real emphasis to the role focused on homelessness and prevention where emergency accommodation fell within. This was a post to appoint strategically and operationally to have

good public relations. The portfolio includes working with 180 staff to deliver the transformation programme and the Mayoral priorities and theme. The post holder would also have a pivotal role in working with other directorates and supporting the council in undertaking its corporate parenting duties responsibilities working with both children and adult services. Further, the post holder would also have a key responsibility in working with DLUHC (Department for Levelling Up, Housing and Communities), London councils, and hoping to reduce homelessness within the borough and challenges the council currently faced.

In regard to the question relating to the similarities of the Director role of Housing Management and the Director role of Housing, Homelessness Prevention and Accommodation and the significant pressure they both serve, why was the latter role a lower grade to the first. The Head of Resources and Assistant Chief Executive, Gillian Bevan highlighted that though this would need to be reviewed, the Grade 3 role had a more wider responsibility and accountability to the Grade 1 role.

The Committee requested for further details of the difference created between the two roles.

The Committee **RESOLVED**: To

- 1.1 Agree the salary package for the post of Director of Housing, Homelessness Prevention & Accommodation Grade 1 £101,778-£105,820 per annum.
- 1.2 Undertake the selection for and agree an appointment to the post of Director of Housing, Homelessness Prevention & Accommodation 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).

59/22

Exclusion of Press and Public

The following motion was proposed by Councillor Lynne Hale, seconded by Councillor Callton 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 of Schedule 12A of the Local Government Act 1972, as amended”.

61/22

Minutes (Part B - Exempt) of the Previous Meeting

The Part A minutes to the meetings held on Monday 21 August 2023 and Friday 8 September 2023 were approved as an accurate record.

61/22

Appointment to the post of Director of Housing Management

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.

62/22

Appointment to the post of Director of Housing, Homelessness Prevention & Accommodation

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 1:48pm