

Chief Officers' Employment Panel Supplemental Agenda

Date: Wednesday 26 April 2023

Agenda - Part I

3. **Minutes** (Pages 3 - 6)

That the minutes of the meeting held on 20 April 2023 be taken as read and signed as a correct record.

Agenda - Part II

5. **Appointment of the Interim Director of Children's Services** (pages 7 - 28)

Upon interview of the short-listed candidates to consider making an appointment to the post of Interim Director of Children's Services.

Note: In accordance with the Local Government (Access to Information) Act 1985, the following agenda items have been admitted late to the agenda by virtue of the special circumstances and urgency detailed below:-

| <u>Agenda item</u> | <u>Special Circumstances/Grounds for Urgency</u> |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3. Minutes of the meeting held on 20 April 2023 | Members are requested to consider the minutes, as a matter of urgency, as they were not available at the time of the publication of this agenda due to the proximity of the meetings. |
| 5. Appointment of Interim Director of Children's Services | Members are requested to consider the papers, as a matter of urgency, as they were not available at the time of the publication of this agenda due to the closing date of the role advertisement. |

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Chief Officers' Employment Panel

Minutes

20 April 2023

Present:

Chair: Councillor Paul Osborn

Councillors: David Ashton
Marilyn Ashton
Simon Brown
Stephen Greek
David Perry

Apologies received: Councillor Natasha Proctor

27. Membership

RESOLVED: To note the attendance at this meeting of the following duly appointed nominated Member:-

Ordinary Member

Nominated Member

Councillor Natasha Proctor

Councillor Simon Brown

28. Declarations of Interest

RESOLVED: To note that there were no declarations of interests made by Members.

29. Minutes

RESOLVED: That the minutes of the meeting of the Chief Officers' Employment Panel held on 30 March 2023 be taken as read and signed as a correct record.

Resolved Items

30. Advertising of a Chief Officer Post - Head of Paid Service (Managing Director)

Members considered a report which set out the process for the recruitment to the role of Head of Paid Service (Managing Director) as a matter of urgency for the reasons set out on the second supplemental agenda.

The officer outlined the content of the report which set out the proposal to change the role profile from Chief Executive (Head of Paid Service) to Head of Paid Service (Managing Director). The Chair stated that it was challenging when a post holder left when new to a role and that stability and continuity was required hence the proposal to recruit internally in the short term. If after six months the appointment proved to have been successful there was the option to extend the contract for a further 3 years to November 2026, until after the next Borough elections, when the Administration could consider the post again.

The Chair explained the rationale for the change in role title in that it was elected Councillors and the Executive that made the majority of decisions. The Chief Executive or now proposed Managing Director would manage the organisation on a day to day basis. The role profile was largely unchanged and could be reviewed in six months. Whilst Members supported the proposal and expressed the need for stability it was also commented that as long as the role was carried out effectively the title was not important.

A Member questioned whether anything could be learned for the current postholder's exit interview in terms of the role profile and it was confirmed that this had not yet been done.

In conclusion, the Chair expressed the view that providing the opportunity for promotion of staff from within the organisation would assist in providing some stability. There were candidates within the organisation who already had knowledge of the Council which would be beneficial as opposed to recruiting an external candidate at this time.

RESOLVED : That

(1) the amendment of the current role profile of Chief Executive (Head of Paid Service) to Head of Paid Service (Managing Director) as set out in the Appendix to the report be approved;

(2) the salary package and recruitment process for the post of the Head of Paid Service (Managing Director) with a salary package of £165,941 - £188,333 for an initial 6 month period with an option to extend on a fixed term basis for a further three years to November 2026 be approved;

(3) the appointment of the successful candidate be recommended to Council on 18 May 2023, subject to there being no well- founded objections from members of the Executive;

(4) a further meeting of the Panel be convened in Autumn 2023 to review the arrangements with a view to making a recommendation to Council in November 2023.

31. Exclusion of the Press and Public

RESOLVED: That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following item for the reasons set out below:

| <u>Item</u> | <u>Title</u> | <u>Reason</u> |
|-------------|-------------------------------------------------------------------|----------------------------------------------------------------------------------|
| 6. | Appointment of Director of Corporate Resources and Transformation | Information under paragraph 1 (contains information relating to any individual). |

32. Appointment of Director of Corporate Resources and Transformation

The Panel, having interviewed one candidate for the post of Director of Corporate Resources and Transformation

RESOLVED (unanimously):

That

- (1) Mr Alex Dewsnap, Acting Corporate Director of Resources, London Borough of Harrow, be appointed to the post of Director of Corporate Resources and Transformation, of the London Borough of Harrow, in accordance with the terms and conditions governing Chief Officer posts and subject to there being no 'well founded objections' by members of Cabinet;
- (2) the remuneration package for the above-mentioned post be £140,652 per annum.

(Note: The meeting, having commenced at 7.55 pm, closed at 8.46 pm).

(Signed) Councillor Paul Osborn
Chair

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