

# Chief Officers' Employment Panel Agenda

**Date:** Thursday 2 February 2023

**Time:** 5.30 pm

**Venue:** Meeting Room 3, Fourth Floor - Harrow Council Hub

## Membership (Quorum 3)

---

**Chair:** Councillor Paul Osborn

**Conservative Councillors:** Stephen Greek  
Norman Stevenson  
Vacancy

**Labour Councillors:** David Perry  
Natasha Proctor  
Vacancy

**Contact:** Alison Atherton, Senior Professional - Democratic Services  
Tel: 07825 726493 E-mail: [alison.atherton@harrow.gov.uk](mailto:alison.atherton@harrow.gov.uk)

**Agenda publication date: Wednesday 25 January 2023**

# Agenda - Part I

1. **Membership**  
To note under the provisions of the formula membership the attendance of any nominees.
2. **Declarations of Interest**  
To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from all Members present.
3. **Minutes** (Pages 5 - 8)  
That the minutes of the meeting held on 8 December 2022 be taken as read and signed as a correct record.
4. **Exclusion of the Press and Public**  
To resolve that the press and public be excluded from the meeting for the following item of business, on the grounds that it involves the likely disclosure of confidential information in breach of an obligation of confidence, or of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972:

<u>Agenda Item No</u>	<u>Title</u>	<u>Description of Exempt Information</u>
5.	Chief Officer HR Issue	Information under paragraph 1 (contains information relating to any individuals).

# Agenda - Part II

5. **Chief Officer HR Issue** (pages 9 -36)  
Report of the Chief Executive

This page is intentionally left blank



# Chief Officers' Employment Panel

## Minutes

### 8 December 2022

**Present:**

**Chair:** Councillor Paul Osborn

**Councillors:** Marilyn Ashton  
Stephen Hickman  
Hitesh Karia  
Pritesh Patel  
David Perry  
Natasha Proctor

**18. Membership**

**RESOLVED:** To note that there were no nominee Members in attendance.

**19. Declarations of Interest**

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

### Resolved Items

**20. Minutes**

That the minutes of the meeting of the Chief Officers' Employment Panel held on 13 October 2022 be taken as read and signed as a correct record.

**21. Director Posts in People Directorate**

Members received a report which sought retrospective approval for the creation of 6 D1 graded posts within the People Directorate.

The Corporate Director, People, introduced the report and explained that the 6 posts within the Directorate had been graded D1 following job evaluation. The results of the job evaluations had resulted in these staff being paid or to

potentially be paid more than £100,000 per annum and approval of these remuneration packages had not previously been sought from the Panel.

A Member expressed concern that this situation had arisen and sought reassurance that it would not happen again. Another Member sought clarification as to whether the posts were currently filled and how the five posts within Children Services would be funded. The Corporate Director confirmed that all of the posts were filled and that the Children Services budget was currently overspending and the five posts within that service had been upgraded without proper adjustment to the budget. There would however be efficiency proposals coming forward.

The Chair stated that the report regularised the position and Members noted that as staff were in the positions and doing the jobs there was little choice in terms of approval. An officer clarified the process in terms of HR and advised that additional steps had been put into the process to prevent this situation arising again.

The Panel were unanimous in their concern that they had been put in the position of having to retrospectively approve the 6 remuneration packages. The Chair clearly stated that approval would not be given if this situation arose again.

**RESOLVED:** That the following posts in the People Directorate with salary packages of £91,269 - £107,264 be retrospectively approved:

- Head of Service: Children's Access
- Head of Service: Children in Need
- Head of Service: Quality Standards & Practice Improvement
- Head of Service: Corporate Parenting
- Head of Service: Early Help & Youth Justice
- Head of Service: Specialist Learning & Disability and Children & Young Adults with Disabilities

## **22. Any Other Urgent Business - Appointment of Director of Adult Social Services (DASS)**

Members agreed to consider an urgent report, which had been circulated on the supplemental agenda, that set out the process for the interim arrangements of the statutory post of Director of Adult Social Services (DASS), the proposed arrangements for the period between the end date of the current interim Director of Adult Social Services until the start date of the appointment of permanent Director of Adult Social Services.

The Corporate Director, People, advised that the Director of Adult Social Services position was currently filled on an interim 'acting up' basis and this arrangement was ending on 31 December 2022. It was proposed that Corporate Director take on this role until the redesign of the service had been completed and then recruitment for a permanent DASS would be undertaken.

In response to a Member's question about the savings arising, the Corporate Director confirmed that this was due to recruitment of a permanent DASS taking six months. There would be no additional cost to the Council. The Chair added that as the DASS was a statutory post, any decision would be brought to the Panel.

**RESOLVED:** That the role of Corporate Director of People be amended to include the statutory duties of the Director of Adult Social Services for the period following the departure of the current postholder on 31 December 2022 until a new permanent Director of Adult Social Services was appointed in the new financial year.

(Note: The meeting, having commenced at 6.35 pm, closed at 6.46 pm).

(Signed) Councillor Paul Osborn  
Chair

This page is intentionally left blank