

Chief Officers' Employment Panel Agenda

Date: **Thursday 20 April 2023**

Time: **7.30 pm (or on the rising of Cabinet, whichever is the earliest)**

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

Membership (Quorum 3)

Chair: Councillor Paul Osborn

Conservative Councillors: David Ashton
Marilyn Ashton
Stephen Greek

Labour Councillors: David Perry
Natasha Proctor
vacancy

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Useful Information

Attending the Meeting in Person

You will be admitted on a first-come-first basis and directed to seats.

Please:

- (1) Stay seated.
- (2) Access the meeting agenda online at [Browse meetings - Chief Officers' Employment Panel – Harrow Council](#)
- (3) Put mobile devices on silent.
- (4) Follow instructions of the Security Officers.
- (5) Advise Security on your arrival if you are a registered speaker.

Agenda publication date: Wednesday 12 April 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 30 March 2023 be taken as read and signed as a correct record.
4. **Advertising of a Chief Officer Post** (To Follow)
Report of the Director of Human Resources and Organisational Development
5. **Exclusion of the Press and Public**
To resolve that the press and public be excluded from the meeting for the following item of business:

Agenda Item No	Title	Description of Exempt Information
6.	Appointment of Director of Corporate Resources and Transformation	Information under paragraph 1 (contains information relating to any individuals).

Agenda - Part II

6. **Appointment of Director of Corporate Resources and Transformation** (To Follow)
Upon interview of the short-listed candidates to consider making an appointment to the post of Director of Corporate Resources and Transformation



Chief Officers' Employment Panel

Minutes

30 March 2023

Present:

Chair: Councillor Paul Osborn

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

23. Membership

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

24. Declarations of Interest

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

25. Minutes

RESOLVED: That the minutes of the meeting of the Chief Officers' Employment Panel held on 8 December 2023 be taken as read and signed as a correct record.

Resolved Items

26. Recruitment of Director of Children Services and Director of Corporate Resources & Transformation

Members received a report which proposed the creation of a new post, the Director of Resources and Transformation, and sought approval to the associated remuneration package. The report also sought approval to recruit

to a vacancy within the People Directorate and the interim arrangement to cover this statutory post should they be required.

Members expressed the view that they were keen to initially have an internal recruitment process for the new post of Director of Resources and Transformation. If following that process, including the interview of candidates by the Panel, there was no suitable candidate, the post should be advertised externally.

The Corporate Director, People, advised the Panel that the current Director of Children Services (DCS) was retiring at the end of May and therefore it was likely that an interim postholder would be required for this statutory post until a permanent DCS was appointed. She explained that the current postholder had only been required to give three months' notice and permanent recruitment at this level could take up to six months due to notice periods.

The Chair stated that it was important to advertise the DCS role externally as soon as possible rather than undertaking an internal recruitment process first. If the internal recruitment exercise for an interim DCS was unsuccessful and it was therefore necessary to advertise externally, the Panel would interview any suitable candidates.

The Panel, having unanimously agreed to amend the recommendations to enable an internal recruitment exercise for the newly created role of Director of Resources and Transformation prior to advertising externally it was

RESOLVED: That

- (1) the recruitment for the statutory post of Director of Children Services – D3 be approved;
- (2) if an Interim Director of Children's Services was required to cover this statutory post, suitable internal candidates be invited to apply and attend an interview by the Panel;
- (3) the role profile, salary package and recruitment process for the post of the Director of Corporate Resources and Transformation - D3 with a salary package of £127,698 - £140,652 be approved;
- (4) internal candidates for the role of Director of Resources and Transformation be invited to apply and attend an interview by the Panel prior to an external recruitment process;
- (5) the appointment of a search agency to support the recruitment to both the Director of Children Services, Interim Director of Children Services (if required) and Director of Corporate Resources and Transformation be approved.

(Note: The meeting, having commenced at 5.30 pm, closed at 5.42 pm).

(Signed) Councillor Paul Osborn
Chair

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