

**Report for: Chief Officers'
Employment Panel**

Date of Meeting:	31 August 2023
Subject:	Recruitment of the Interim Director of Finance and Assurance (S151 Officer) post
Responsible Officer:	Stacy Bailey – Director of HR & OD
Exempt:	Public (with exempt appendix 2 – by virtue of Paragraph 1 of Schedule 12A of the Local Government Act 1972 in that it contains information relating to an individual)
Wards affected:	All
Enclosures:	Appendix 1 – Role Profile for the Director of Finance and Assurance (S151 Officer) Exempt - Appendix 2 – Candidate Pack

Section 1 – Summary and Recommendations

This report sets out the process for recruitment to the Interim Director of Finance and Assurance (s151) post. The Panel is asked to interview the shortlisted candidates and agree on the remuneration package.

Recommendations:

The Panel is requested to:

Following the interview of the shortlisted candidates, whose details are attached in exempt Appendix 2, recommend to Council the designation to the role of Interim Director of Finance and Assurance (S151 Officer), on an hourly rate to be determined by the Panel and until a permanent postholder is in post, subject there being no material and well-founded objection by any member of the Executive.

Section 2 – Report

Director of Finance and Assurance (S151 Officer)

The Director of Finance and Assurance (Section 151 Officer) post is a statutory role for the Council and holds significant responsibilities in how the Council manages and delivers services to residents. The previous permanent post holder resigned and left the Council in August 2023. Following the interviews held on 12 July 2023, a candidate was offered the Interim Director of Finance and Assurance (S151 Officer) post but did not accept the offer.

An interim arrangement was put in place to ensure the Council could fulfil its statutory responsibilities, allowing the Deputy S151 Officer to act up in the post until the recruitment process was completed.

Various interim staffing agencies were asked to submit candidate CVs along with the Deputy S151 Officer for the post. The submissions have been shortlisted by a panel including the Managing Director, Director of HR & OD and the Corporate Director of People.

Legal Implications

The Chief Officers' Employment Panel has delegated powers to:

- Approve remuneration packages of £100,000 or over for any Council post; and
- To appoint Chief Officers.

The Director of Finance and Assurance (S151 Officer) is a statutory role and full Council will be required to designate to this post before it is offered to the successful candidate following the recommendation from the Panel.

As the Director of Finance and Assurance will be the S151 officer an offer of employment can only be made once members of the Executive have been given 5 clear working days to express any material and well-founded objection.

The Panel is also required to report back to Council to designate the post and for information purposes on all such approved remuneration packages.

Financial Implications

The Director of Finance and Assurance (S151 Officer) role is graded at D3, £132,168 - £145,575. The cost of this post, which is budgeted for, and part of the establishment, is £198,564 (including employers oncosts).

Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **n/a**

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? **No**

- The role quoted in this report has a responsibility to deliver the Council's vision and values by addressing inequalities faced by the residents of Harrow.
- One of the responsibilities of this postholder is to promote equality, diversity and inclusion and the reduction of inequalities, ensuring that everyone can contribute through everyday actions to deliver the required health and wellbeing outcomes.

Council Priorities

1. **A council that puts residents first**
2. **A borough that is clean and safe**
3. **A place where those in need are supported**

Section 3 - Statutory Officer Clearance

Statutory Officer: Ella Kesek

Signed on behalf of the Chief Financial Officer

Date: 15 August 2023

Statutory Officer: Jessica Farmer

Signed by the Monitoring Officer

Date: 18 August 2023

Chief Officer: Dipti Patel

Signed by the Corporate Director of Place

Date: 15 August 2023

Mandatory Checks

Ward Councillors notified: NO, as it impacts on all Wards

Section 4 - Contact Details and Background Papers

Contact: Akhil Wilson, Head of Resourcing, Akhil.wilson@harrow.gov.uk

Background Papers: None

If appropriate, does the report include the following considerations?

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|-----------------|----|
| 1. Consultation | NO |
| 2. Priorities | NO |