

Appointments & Disciplinary Committee

Meeting of Appointments and Disciplinary Committee held on Monday, 21 August 2023 at 2.02 pm in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

MINUTES

Present: Mayor Jason Perry (Chair);
Councillor Lynne Hale (Vice-Chair);
Councillor Jason Cummings, Stuart King, Enid Mollyneaux and
Callton Young

Also Present: Elaine Jackson, Assistant Chief Executive Officer
Dean Shoesmith, Chief People's Officer
Gillian Bevan, Head of Human Resources
Nick Hibberd, Corporate Director for Sustainable Communities,
Regeneration & Economic Recovery
Adrian May, Interim Head of Democratic Services
Michelle Ossei-Gerning, Democratic Services Officer

PART A

39/22 **Apologies for Absence**

There were no apologies.

Minutes of the Previous Meeting

The minute to the meetings held on Wednesday 12 July 2023 and Tuesday 18 July 2023 were approved as an accurate record following the amendment to paragraph 5/23 in line thirteen to change the word re-enlightenment to 're-alignment'.

40/22 **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.

Review of Temporary Deputy Chief Officer Cover Arrangement: Extension of Assignment

The Appointment and Disciplinary Committee considered the Review of Temporary Deputy Chief Officer Cover Arrangement: Extension of Assignment.

The Head of Human Resources, Gillian Bevan provided an overview of the report addressing that this post had an extended assignment for twelve months. The current appointed post was due to expire on 6 September 2023 and the permanent appointment would follow in early 2024. The recruitment was scheduled to take place in six months. The postholder would see the delivery of the asset sales and leading on the improvement programme, and the interim assignment to maintain service continuity. There would be an overspend in the current year and agency costs would be within the divisional directorate.

The Committee discussed in detail the appointment and the financial costing of this role querying whether officers explored the means to spend, or a re-negotiation of the rate given that £88k was a significant amount notwithstanding the important role. Officers explained that work was undertaken at the time to review after six months instead of the twelve months to get through the role recommended that was the required route of process. The Committee further heard that the role was a niche skillset and a difficult role to attract and a hard role to recruit. The role existed for the number of projects to oversee.

The Committee shared their mixed views around the options they would have preferred to have been explored of the overspend before the report was brought to the Committee.

The motion to approve the recommendations was taken to a vote. This was seconded by Councillor Lynne Hale. The recommendations carried with three Members voting in favour and three Members abstaining their vote.

The Committee **RESOLVED** to:

- 1.1. To agree to extend the current temporary cover arrangement for the Interim Director of Commercial Investment and Capital for 12 months from 7 September 2023 until 6 September 2024, pending a workforce review following which permanent recruitment will take place.
- 1.2. Note that if the extension is agreed, the Committee's decision will be subject to the usual notification requirements in paragraph 3.3 of Part 4J (Staff Employment Procedure Rules) in the Constitution.

42/22

Appointment to the post of Director of Culture & Community Safety

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Culture & Community Safety report.

The Chief Peoples Officer, Dean Shoesmith, and the Corporate Director for Sustainable Communities, Regeneration and Economic Recovery shared with the Committee that the terms and conditions of the Director was a Grade 2 position of £112195 - £116040. The post had a significant portfolio of delivering services, working with strategic partners, tackling violence against females and crime and safety issues, and other serious violent duties. Other areas included the culture and leisure, delivering a legacy for the London borough of culture for Fairfield Halls and museums and contract with GLL. The post would also support two further services – the coroners service and the emergency planning resilience services.

The Committee was further informed that the post was advertised via the Human Resources departmental process on the council website. The service received a positive response from the advertisement and did not require to market on a wider search.

The Committee unanimously **RESOLVED**: To

- 1.1 Agree the salary package for the post of Director of Culture & Community Safety £112,195-£116,648 per annum.
- 1.2 Undertake the selection for and agree a short-list for final panel interview for the post of Director of Culture & Community Safety 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).

43/22

Exclusion of Press and Public

The following motion was proposed by Mayor Perry, seconded by Councillor Hale 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”.

[PUBLIC VERSION OF PART B MINUTES]

44/23 **Minutes (Part B - Exempt) of the Previous Meeting**

The Part B minutes to the meeting held on Wednesday 12 July 2023 were agreed as an accurate record.

45/23 **Urgent Business**

There were no items of urgent business

46/23 **Appointment to the post of Director of Culture & Community Safety**

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 14:52