

MEETING

REMUNERATION COMMITTEE

DATE AND TIME

FRIDAY 6TH FEBRUARY, 2015

AT 2.00 PM

VENUE

HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4AX

TO: MEMBERS OF REMUNERATION COMMITTEE (Quorum 3)

Chairman: Councillor Richard Cornelius (Chairman),
Vice Chairman: Councillor Daniel Thomas BA (Hons) (Vice-Chairman)

Councillors

Alison Moore Barry Rawlings Joan Scannell

Substitute Members

Melvin Cohen Kitty Lyons
Anthony Finn Tim Roberts

You are requested to attend the above meeting for which an agenda is attached.

Andrew Charlwood – Head of Governance

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Media Relations contact: Sue Cocker 020 8359 7039

ASSURANCE GROUP

ORDER OF BUSINESS

Item No	Title of Report	Pages
1.	Minutes of last meeting	1 - 4
2.	Absence of Members (If any)	
3.	Declaration of Members' Disclosable Pecuniary interests and Non Pecuniary interests (If any)	
4.	Appointment of the Commissioning Director - Children and Young People	5 - 8
5.	Motion to exclude the press and public	
6.	Appointment of the Commissioning Director - Children and Young People (exempt)	
7.	Any item(s) the Chairman decides are urgent	

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Decisions of the Remuneration Committee

11 November 2014

Members Present:-

AGENDA ITEM 1

Councillor Richard Cornelius (Chairman)
Councillor Daniel Thomas (Vice-Chairman)

Councillor Barry Rawlings
Councillor Joan Scannell

Councillor Kitty Lyons
(In place of Alison Moore)

Apologies for Absence

Councillor Alison Moore

1. MINUTES OF LAST MEETING

RESOLVED that the minutes of the meeting held on 13 October 2014 be approved as a correct record.

2. ABSENCE OF MEMBERS

An apology for absence had been received from Councillor Alison Moore who was substituted for by Councillor Kitty Lyons.

3. DECLARATION OF MEMBERS' DISCLOSABLE PECUNIARY INTERESTS AND NON PECUNIARY INTERESTS (IF ANY)

None.

4. REPORT OF THE MONITORING OFFICER (IF ANY)

None.

5. PUBLIC QUESTION AND COMMENTS (IF ANY)

None.

6. MEMBERS' ITEMS (IF ANY)

None.

7. APPOINTMENT TO CHIEF OFFICER ROLES

The Chief Executive presented the report.

A Member MOVED that 'Knowledge, Skills and Experience' section of the Assurance Director role profile be amended as follows:

"E – To have experience and training in local government law."

The proposal was duly SECONDED. Upon being put to the vote, the proposal was REFUSED. Voting was as follows:

Approve: 2

Refuse: 2

Abstention: 1

Due to an equality of votes for and against, the Chairman used his casting vote to REFUSE the proposal.

RESOLVED that:

- 1. The Committee agree the duties and role profile of the Commissioning Director (Children & Young People's Portfolio) as the designated Director for Children's Services as set in Appendix 1 to the report of officers.**
- 2. The Committee agree the duties and role profile of the Director of Assurance as the designated Monitoring Officer as set out in Appendix 2 to the report of officers, subject to the amendment in the 'Knowledge, Skills and Experience' section of the role profile as follows:**

"D – To be professionally qualified and preferably practising in local government law."

- 3. The Committee approve the appointment of the executive recruitment suppliers in line with the brief supplied, subject to any amendments by the Committee (Appendix 3)**
- 4. The Committee agree the outline timetable for recruitment of the above positions as future business for the Remuneration Committee**

8. COMMISSIONING RESTRUCTURE: CONFIRMATION OF REDUNDANCY AND EARLY RETIREMENTS OF SENIOR MANAGER (PUBLIC)

RESOLVED that:

- 1. The Committee approve the release of appropriate redundancy payments and access to early retirement pension benefits for the individuals detailed in the exempt report, subject to the exempt addendum circulated.**
- 2. The Committee note that notice for the individuals detailed in the exempt report is served from 12 November 2014.**

9. ANY ITEM(S) THE CHAIRMAN DECIDES ARE URGENT

None.

10. MOTION TO EXCLUDE THE PRESS AND PUBLIC

RESOLVED that under Section 100A (4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 9 of Part 1 of Schedule 12A of the Act (as amended)

11. COMMISSIONING RESTRUCTURE: CONFIRMATION OF REDUNDANCY AND EARLY RETIREMENTS OF SENIOR MANAGER (EXEMPT)

RESOLVED that the information contained in the exempt report be noted.

12. ANY OTHER EXEMPT ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT

None.

The meeting finished at 8.54 pm

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	AGENDA ITEM 4
	Remuneration Committee Friday 6th February 2015
Title	Appointment of the Commissioning Director – Children and Young People
Report of	Strategic Director for Commissioning
Wards	Not applicable
Date added to Forward Plan	Not applicable
Status	Public
Enclosures	Separately circulated Member pack
Officer Contact Details	Chris Collier, Resourcing Consultant, 020 8359 7127

<h3>Summary</h3>
<p>The General Functions Committee on 13th October 2014 approved proposals for the Commissioning and Associated Senior Management Positions restructure.</p> <p>The restructure involved the deletion of the following posts:</p> <ul style="list-style-type: none"> • Strategic Director for Communities • Strategic Director for Growth and Environment • Lead Commissioner (Later Life) • Lead Commissioner (Family and Community Wellbeing) • Lead Commissioner (Schools, Skills and Learning) • Lead Commissioner (Enterprise and Regeneration) • Lead Commissioner (Housing and Environment) <p>The restructure involved the creation of the following posts:</p> <ul style="list-style-type: none"> • Strategic Director for Commissioning • Commissioning Director (Children and Young People)

- Commissioning Director (Growth and Development)
- Commissioning Director (Adults and Health)
- Commissioning Director (Environment)

The role of Commissioning Director – Children and Young People is the designated statutory Director of Children’s Services. The role was advertised externally and as at the closing date, seven applications were received..

Applications were assessed against the criteria within the role profile and four candidates were deemed suitable to progress to the assessment centre stage.

The candidates were assessed via a number of methods at the assessment centre; these included a stakeholder panel, young people’s panel and 1-2-1 meeting with the Chief Executive and Strategic Director for Commissioning. Following this process, three candidates were deemed suitable for Member panel.

Members will be provided with some questions prior to the committee meeting for their consideration and these can be found within the Member recruitment pack. Questions will be agreed prior to the start of the appointment meeting.

Recommendations

1. That the Committee interview the candidates for this post and, if considered appropriate, make an appointment

1. WHY THIS REPORT IS NEEDED

- 1.1 This report provides background information to the recruitment process for the Commissioning Director – Children and Young People. This post is the designated statutory Director of Children’s Services

2. REASONS FOR RECOMMENDATIONS

- 2.1 The Remuneration Committee’s terms of reference are set out in the Council’s Constitution – Responsibility for Functions, Annex A. Remuneration Committee are empowered to make final recruitment selection decisions for roles that hold a statutory duty.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

Not applicable.

4. POST DECISION IMPLEMENTATION

- 4.1 Should the Committee consider one of the candidates appropriate to appoint to the role, then the appropriate offer process will commence, following the Council’s Recruitment and Selection policy.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

The post in question is critical to achievement of all the Corporate Priorities

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

The cost of the post and recruitment exercise will be contained within existing budget provision.

5.3 Legal and Constitutional References

Under section 15A of the Constitution, Responsibility for Functions, the Remuneration Committee is responsible for chief office appointments. The appointment should be made on merit in accordance with section 7 Local Government and Housing Act 1989.

5.4 Risk Management

None

5.5 Equalities and Diversity

The Council has in place policies to ensure fair treatment and opportunity in our appointments to all roles within the Council. This process is governed by statutory requirements on equality of recruitment and by the Council’s own

internal policies.

For candidates with a disability, reasonable adjustments will be put in place to support their application and demonstrate their capabilities where they may be potentially disadvantaged as a result of any of the selection processes. This will be determined by the Director of Human Resources.

5.6 Consultation and Engagement

Members of Remuneration Committee will receive a separately circulated Member recruitment pack

6. BACKGROUND PAPERS

- 6.1 General Functions Committee Decision, Monday 13th October – item 7 (Commissioning Restructure and Associated Senior Management Position) – the committee authorised the Head of Paid Service to implement the new organisational structure as set out in the report.