



Constitution and General Purposes Committee

12th January 2023

Title	Assistant Director of Finance Recruitment
Report of	Executive Director of Strategy and Resources
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	None
Officer Contact Details	Anisa Darr – Executive Director of Strategy and Resources (S151 Officer) Anisa.Darr@barnet.gov.uk

Summary

A vacant Assistant Director of Finance post exists within Strategy & Resources and this report seeks retrospective approval to the advertising of and recruitment to this post.

Officers Recommendations

1. That the Committee approves the advertising of and recruitment to the post of Assistant Director Finance.
2. That the Committee notes that appointment to the post has followed the council's normal HR procedures.

1. Why this report is needed

- 1.1 An approved vacancy existed in Strategy & Resources for an Assistant Director of Finance and Committee approval is requested for the recruitment to this post.
- 1.2 The role supports the Executive Director of Strategy & Resources in ensuring high quality financial administration and stewardship throughout the Council.
- 1.3 Due to the cycle of committees and budget cycle, it was deemed necessary to advertise and recruit to the post ahead of getting committee approval.

2. Reasons for recommendations

- 2.1 As a member of the Finance Leadership Team, the post holder will work with the S151 officer, wider leadership team, CMT, Members and senior officers to develop the vision and values for the London Borough of Barnet and to be responsible for the delivery of that vision through sound financial management in the Council.

3. Alternative options considered and not recommended

- 3.1 None

4. Post decision implementation

- 4.1 Recruitment to the post was in accordance with the council's normal HR procedures.

5. Implications of decision

Corporate Priorities and Performance

- 5.1 As a member of the Finance Leadership Team, the post holder will work with the S151 officer, wider leadership team, CMT, Members and senior officers to develop the vision and values for the London Borough of Barnet.

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

- 5.3 There is no direct additional cost associated with the recruitment to this post as it is an established approved post within Strategy & Resources.

- 5.4 **Legal and Constitutional References**

- 5.4.1 In accordance with Article 7 of the Council's constitution, the Constitution and General Purposes Committee has responsibility for staffing matters (i.e. salaries and conditions of services) other than those within the remit of the Chief Officer Appointment Panel.
- 5.4.2 The HR Regulations in the Council's constitution (Section 2.1) require that no vacant posts at assistant director level or above shall be advertised or recruited to without

prior Committee approval.

5.5 **Insight**

5.5.1 N/A

5.6 **Social Value**

5.6.1 N/A

5.7 **Risk Management**

5.7.1 There are no specific risks associated with approving the recommendations.

5.8 **Equalities and Diversity**

5.8.1 The statutory grounds of the public sector equality duty are found at section 149 of the Equality Act 2010 and are as follows:

5.8.2 A public authority must, in the exercise of its functions, have due regard to the need to:

a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and

c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5.8.3 The broad purpose of this duty is to integrate considerations of equality and day to day business and keep them under review in decision making, the design of policies and the delivery of services.

5.8.4 The grade of the role set out in this report has been evaluated in accordance with normal HR practice

5.9 **Corporate Parenting**

5.9.1 The proposed changes have no direct impact on looked after children or care leavers.

5.10 **Consultation and Engagement**

5.10.1 N/A

5.11 **Environmental Impact**

5.11.1 There are no direct environmental implications arising from the recommendations.

6. Background papers

6.1.1 None