



Town Hall, Upper Street, London, N1 2UD

AGENDA FOR EMPLOYMENT AND APPOINTMENTS COMMITTEE

A meeting of the Employment and Appointments Committee will be held in Committee Room 3 , Town Hall, Upper Street, N1 2UD on, **21 February 2024 at 11.00 am.**

Enquiries to : Jonathan Moore
Tel : 020 7527 3308
E-mail : democracy@islington.gov.uk
Despatched : 13 February 2024

Membership

Councillor Anjna Khurana (Chair)
Councillor Janet Burgess MBE
Councillor Kaya Comer-Schwartz
Councillor Satnam Gill OBE
Councillor Diarmaid Ward

Substitute Members

Councillor Santiago Bell-Bradford
Councillor Rowena Champion
Councillor Roulin Khondoker
Councillor Michelline Safi Ngongo
Councillor Una O'Halloran
Councillor Nurullah Turan
Councillor John Woolf
Councillor Jenny Kay
Councillor Dave Poyser
Councillor Jilani Chowdhury
Councillor Jason Jackson

Quorum: is 3 Councillors

A.	Formal Matters	Page
1.	Apologies for absence	
2.	Declarations of Substitute Members	
3.	Declarations of Interest	
4.	Minutes of previous meetings	1 - 14
B.	Exclusion of Press and Public	
	<p>To consider whether, in view of the nature of the remaining items on the agenda, any of them are likely to involve the disclosure of exempt or confidential information within the terms of the Access to Information Procedure rules in the Constitution and, if so, whether to exclude the press and public during discussion thereof.</p>	
5.	Shortlisting for post of Director, IT and Digital Services	15 - 18

Agenda Item 4

London Borough of Islington

Personnel Sub-Committee - 27 June 2023

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 4, Town Hall, Upper Street, N1 2UD on 27 June 2023 at 9.00 am.

Present: **Councillors:** Anjna Khurana (Chair), Janet Burgess, Satnam Gill and John Woolf

Also Present: **Councillors:** Kaya Comer-Schwartz (virtual) and Una O'Halloran

Councillor Anjna Khurana in the Chair

- 1 **APOLOGIES FOR ABSENCE (Item 1)**
Apologies for absence were received from Councillor Ward.
- 2 **DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)**
Councillor Woolf substituted for Councillor Ward.
- 3 **DECLARATIONS OF INTEREST (Item 3)**
None.

The Sub-Committee agreed to exclude the press and public.

- 4 **SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF COMMUNITY SAFETY, SECURITY AND RESILIENCE (Item 4)**

RESOLVED:
That the shortlist of candidates for the post of Director of Community Safety, Security and Resilience be agreed.

The meeting ended at 10.15 am

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 28 June 2023

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 4, Town Hall, Upper Street, N1 2UD on 28 June 2023 at 9.30 am.

Present: **Councillors:** Khurana (Chair), Burgess, Comer-Schwartz, Gill
and Ward

Councillor Anjna Khurana in the Chair

1 APOLOGIES FOR ABSENCE (Item 1)

None.

2 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

3 DECLARATIONS OF INTEREST (Item 3)

None.

4 APPOINTMENT OF DIRECTOR OF LAW AND GOVERNANCE (Item 4)

The Sub-Committee interviewed candidates for the post of Director of Law and Governance.

RESOLVED:

- (i) That Alison Stuart be appointed to the post of Director of Law and Governance;
- (ii) That the salary range for the post be agreed;
- (iii) It be noted that the offer of employment is subject to the completion of the Executive notification procedure.

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 13 July 2023

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 13 July 2023 at 9.00 am.

Present: **Councillors:** Khurana (Chair), Burgess, Comer-Schwartz, Gill and Turan.

Councillor Anjna Khurana in the Chair

1 APOLOGIES FOR ABSENCE (Item 1)

Apologies were received from Councillor Ward.

2 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Turan substituted for Councillor Ward.

3 DECLARATIONS OF INTEREST (Item 3)

None.

4 MINUTES OF THE PREVIOUS MEETINGS (Item 4)

RESOLVED:

That the minutes of the previous meetings held on 20th, 23rd and 27th June 2023 be agreed as a correct record and the Chair be authorised to sign them.

5 APPOINTMENT OF DIRECTOR OF PUBLIC HEALTH (Item 5)

The Committee interviewed candidates for the role of Director of Public Health.

RESOLVED:

- (i) That Jonathan O'Sullivan be appointed to the role of Director of Public Health;
- (ii) That the salary range for the post be agreed;
- (iii) It be noted that the offer of employment is subject to the completion of the Executive notification procedure.

The meeting ended at 4.30 pm

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 20 July 2023

Minutes of the meeting of the Personnel Sub-Committee held in Committee Room 4, Islington Town Hall, Upper Street, N1 2UD on 20 July 2023 at 9.30 am.

Present: **Councillors:** Khurana (Chair), Burgess, Comer-Schwartz, Gill and Woolf

Also Present: **Councillors:** O'Halloran

Councillor Anjna Khurana in the Chair

1 **APOLOGIES FOR ABSENCE (Item 1)**

Apologies were received from Councillor Ward.

2 **DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)**

Councillor Woolf substituted for Councillor Ward.

3 **DECLARATIONS OF INTEREST (Item 3)**

None.

4 **APPOINTMENT OF DIRECTOR OF COMMUNITY SAFETY, SECURITY AND RESILIENCE (Item 5)**

The Sub-Committee interviewed candidates for the post of Director of Community Safety, Security and Resilience.

RESOLVED:

- (i) That Besserat Atsebaha be appointed to the role of Director of Community Safety, Security and Resilience;
- (ii) That the salary range for the post be agreed;
- (iii) It be noted that the offer of employment is subject to the completion of the Executive notification procedure.

The meeting ended at 4.30 pm

CHAIR

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Employment and Appointments Committee - 24 July 2023

Minutes of the meeting of the Employment and Appointments Committee held in Committee Room 4 at Islington Town Hall on 24 July 2023 at 9.30 am.

Present: **Councillors:** Anjan Khurana (Chair), Burgess, Comer-Schwartz and Gill OBE

Observer: Councillor Una O'Halloran

Councillor Anjna Khurana in the Chair

1 APOLOGIES FOR ABSENCE (Item 1)

None.

2 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Roulin Khondoker substituted for Councillor Diarmaid Ward.

3 DECLARATIONS OF INTEREST (Item 3)

None.

4 APPOINTMENT OF CORPORATE DIRECTOR, COMMUNITY ENGAGEMENT AND WELLBEING (Item 4)

RESOLVED:

To note the contents of the report of the Director of Human Resources.

5 EXCLUSION OF PRESS AND PUBLIC (Item)

RESOLVED:

That the press and public be excluded during consideration of the following items as the presence of members of the public and press would result in the disclosure of exempt information within the terms of Schedule 12A of the Local Government Act 1972, for the reasons indicated:

<u>Agenda item B5</u>	<u>Title</u>	<u>Reasons for exemption</u>
	Appointment of Corporate Director, Community Engagement and Wellbeing - exempt report	Categories 1, 2 and 3 of Schedule 12A of the Local Government Act 1972

6 **APPOINTMENT OF CORPORATE DIRECTOR, COMMUNITY ENGAGEMENT AND WELLBEING (Item 5)**
APPOINTMENT OF CORPORATE DIRECTOR, COMMUNITY ENGAGEMENT AND WELLBEING)

The Committee interviewed candidates for the post of Corporate Director, Community Engagement and Wellbeing.

RESOLVED:

- (a) That Raj Chand be appointed to the post of Corporate Director, Community Engagement and Wellbeing.
- (b) That the salary range for the post, as detailed in the report, be agreed.
- (c) That it be noted that the offer of employment was subject to the completion of the Executive notification procedure.

The meeting ended at 3.55 pm

CHAIR

Employment and Appointments Committee - 4 September 2023

Minutes of the meeting of the Employment and Appointments Committee held in Committee Room 4 at Islington Town Hall on 4 September 2023 at 1.30 pm.

Present: **Councillors:** Anjna Khurana (Chair), Janet Burgess MBE, Kaya Comer-Schwartz, Satnam Gill OBE and Diarmaid Ward

Councillor Anjna Khurana in the Chair

7 APOLOGIES FOR ABSENCE

None.

8 DECLARATIONS OF SUBSTITUTE MEMBERS

None.

9 DECLARATIONS OF INTEREST

Councillor Ward declared an interest insofar as he had carried out consultancy work at Barking and Dagenham Council at a time when one of the shortlisted candidates worked there.

10 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That the press and public be excluded during consideration of the following items as the presence of members of the public and press would result in the disclosure of exempt information within the terms of Schedule 12A of the Local Government Act 1972, for the reasons indicated:

<u>Agenda item</u>	<u>Title</u>	<u>Reason for exemption</u>
<u>B4</u>	Shortlisting of candidates for the post of Chief Executive	Category 3 – Information relating to the financial or business affairs of any particular person (including the authority holding that information)

11 **SHORTLISTING OF APPLICANTS FOR THE POST OF CHIEF EXECUTIVE**

RESOLVED:

That the shortlist of candidates for the post of Chief Executive be approved.

The meeting ended at 2.30 pm

CHAIR

Employment and Appointments Committee - 18 September 2023

Minutes of the meeting of the Employment and Appointments Committee held in Committee Room 4, Town Hall, Upper Street, London N1 2UD on 18 September 2023 at 9.30 am.

Present: **Councillors:** Khurana (Chair), Burgess, Comer-Schwartz, Gill and Ward

Councillor Anjna Khurana in the Chair

12 APOLOGIES FOR ABSENCE (Item 1)

None.

13 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

14 DECLARATIONS OF INTEREST (Item 3)

None.

15 APPOINTMENT OF CHIEF EXECUTIVE (Item 4)

The Committee interviewed candidates for the post of Chief Executive.

RESOLVED:

- (i) To recommend to Council the appointment of Victoria Lawson to the post of Chief Executive;
- (ii) To agree the salary range for the role;
- (iii) It be noted that the appointment is subject to the completion of the Executive notification procedure.

The meeting ended at 4.30 pm

CHAIR

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Resources Department
7 Newington Barrow Way, London N7 7EP

Report of: Director of Human Resources

Meeting of: Employment and Appointments Committee

Date: 21 February 2024

Ward(s): N/A

THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION

Subject: Shortlisting of applicants for the post of Director, IT and Digital Services

1. Synopsis

- 1.1. This report sets out the process for the shortlisting of candidates for the post of Director, IT and Digital Services.

2. Recommendations

- 2.1. To shortlist applicants for interview for the post of Director, IT and Digital Services

3. Background

- 3.1. The Committee is asked to agree a list of candidates to be shortlisted for interview. Information relating to each application is set out in the exempt appendix.

4. Implications

4.1. Financial Implications

- 4.1.1. The salary for this post is included within existing budgets. The salary range for the post has been advertised as Grade CO2 (£113,874 - £128,529).

4.2. Legal Implications

- 4.2.1. The recruitment process is being conducted in accordance with the Council's Constitution, Part 4 Procedure Rules – Officer Employment Rules.

4.3. Environmental Implications and contribution to achieving a net zero carbon Islington by 2030

- 4.3.1. None.

4.4. Equalities Impact Assessment

- 4.4.1. The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

- 4.4.2. Following an initial review, it has been concluded that a full Equalities Impact Assessment is not required. The recruitment process has been undertaken in accordance with the Council's established procedures.

5. Conclusion and reasons for recommendations

- 5.1. The Committee is asked to shortlist applicants for the post.

Appendices:

- Exempt Appendix – applications for consideration

Background papers:

- None

Final report clearance:

Authorised by:

Director of Human Resources

Date: 13 February 2024

Report Author: Jonathan Moore, Deputy Head of Democratic Services and Governance

Tel: 020 7527 3308

Email: democracy@islington.gov.uk

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