



Town Hall, Upper Street, London, N1 2UD

AGENDA FOR PERSONNEL SUB-COMMITTEE

A meeting of the Personnel Sub-Committee will be held in Committee Room 1, Town Hall, Upper Street, N1 2UD on **26 May 2021 at 10.00 am.**

Enquiries to : Jonathan Moore
Tel : 020 7527 3308
E-mail : democracy@islington.gov.uk
Despatched : 18 May 2021

Membership

The membership of the Personnel Sub-Committee is to be appointed at the 25 May 2021 meeting of the Audit Committee.

Quorum: is 3 Councillors



A. Formal Matters **Page**

1. Apologies for absence
2. Declarations of Substitute Members
3. Declarations of Interest

B. Exclusion of Press and Public

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.

4. Shortlisting of applicants for the post of Director of Climate Change & Transport 1 - 2
5. Shortlisting of applicants for the post of Director of Environment & Commercial Operations 3 - 4
6. Appointment of Director of Adult Social Care, Partnership Director - Fairer Together, and Corporate Director - Community Wealth Building 5 - 6



Report of: Director of Human Resources

Meeting of:	Date:	Ward(s):
Personnel Sub-Committee	26 May 2021	N/A

THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION

**SUBJECT: SHORTLISTING OF APPLICANTS FOR THE POST OF
DIRECTOR OF CLIMATE CHANGE & TRANSPORT**

1. Synopsis

- 1.1 This report sets out the process for the shortlisting of candidates for the Director of Climate Change and Transport.

2. Recommendations

- 2.1 To shortlist applicants for interview for the post of Director of Climate Change and Transport.
- 2.2 To note the procedure outlined in the Background section of the report below.

3. Background

- 3.1 Following the longlisting of applicants, Personnel Sub-Committee is asked to agree a list of candidates to be shortlisted for interview.
- 3.2 Information relating to each application is contained in the exempt appendix.

4. Implications

4.1 Financial implications:

The salary for this post is included within existing budgets. The salary range for the post has been advertised as £106,497 to £120,447 (Grade CO2). It is also subject to any pay award negotiated nationally for 2021/22 by the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities.

4.2 **Legal Implications:**

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

Appointments must be made on merit (Section 7, Local Government and Housing Act 1989).

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

None.

4.4 **Resident Impact Assessment:**

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. Following an initial review, it has been concluded that a full Resident Impact Assessment is not required as the appointment does not have direct impact on residents.

5. Conclusion and reasons for recommendations

5.1 To shortlist applicants for the post of Director of Climate Change and Transport.

Exempt Appendix: Shortlisting panel information pack (to follow)

Background papers: None

Final report clearance:

Signed by:



18 May 2021

Director of Human Resources

Date

Report author: Jonathan Moore, Committee Services Manager

Tel: 020 7527 3308

Email: Jonathan.Moore@islington.gov.uk



Report of: Director of Human Resources

Meeting of:	Date:	Ward(s):
Personnel Sub-Committee	26 May 2021	N/A

THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION

**SUBJECT: SHORTLISTING OF APPLICANTS FOR THE POST OF
DIRECTOR OF ENVIRONMENT AND COMMERCIAL OPERATIONS**

1. Synopsis

- 1.1 This report sets out the process for the shortlisting of candidates for the Director of Environment and Commercial Operations.

2. Recommendations

- 2.1 To shortlist applicants for interview for the post of Director of Environment and Commercial Operations.
- 2.2 To note the procedure outlined in the Background section of the report below.

3. Background

- 3.1 Following the longlisting of applicants, Personnel Sub-Committee is asked to agree a list of candidates to be shortlisted for interview.
- 3.2 Information relating to each application is contained in the exempt appendix.

4. Implications

4.1 Financial implications:

The salary for this post is included within existing budgets. The salary range for the post has been advertised as £106,497 to £120,447 (Grade CO2). It is also subject to any pay award negotiated nationally for 2021/22 by the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities.

4.2 Legal Implications:

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

Appointments must be made on merit (Section 7, Local Government and Housing Act 1989).

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

None.

4.4 Resident Impact Assessment:

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. Following an initial review, it has been concluded that a full Resident Impact Assessment is not required as the appointment does not have direct impact on residents.

5. Conclusion and reasons for recommendations

5.1 To shortlist applicants for the post of Director of Environment and Commercial Operations.

Exempt Appendix: Shortlisting panel information pack (to follow)

Background papers: None

Final report clearance:

Signed by:



18 May 2021

Director of Human Resources

Date

Report author: Jonathan Moore, Committee Services Manager

Tel: 020 7527 3308

Email: Jonathan.Moore@islington.gov.uk



Report of: Director of Human Resources

Meeting of:	Date:	Ward(s):
Personnel Sub-Committee	26 May 2021	N/A

SUBJECT: APPOINTMENT OF DIRECTOR OF ADULT SOCIAL CARE, PARTNERSHIP DIRECTOR – FAIRER TOGETHER, AND CORPORATE DIRECTOR - COMMUNITY WEALTH BUILDING

1. Synopsis

1.1 Following member interviews carried out throughout May 2021, the Personnel Sub-Committee is asked to appoint candidates to three senior officer roles.

2. Recommendations

2.1 To appoint a candidate to the post of Director of Adult Social Care;

2.2 To appoint a candidate to the post of Partnership Director – Fairer Together;

2.3 To appoint a candidate to the post of Corporate Director – Community Wealth Building;

2.4 To note the advertised salaries for the posts and to agree the final salary at which, or the parameters within which, the successful candidates should be offered the post;

2.5 To note that the offer of employment will be subject to completion of the Executive notification procedure.

3. Background

3.1 Following member interview panels carried out throughout May 2021, the Personnel Sub-Committee is asked to make an appointment to the above roles.

4. Implications

4.1 Financial implications:

The salary for these posts are included within existing budgets.

The salary range for the Director of Adult Social Care post has been advertised as £106,497 to £120,447 (Grade CO2). The salary range for the Partnership Director – Fairer Together and Corporate Director – Community Wealth Building posts has been advertised as £117,624 to £141,480 (Grade CO1).

The posts are also subject to any pay award negotiated nationally for 2021/22 by the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities.

4.2 Legal Implications:

The recruitment process is being conducted in accordance with the Council's Constitution, Part 4 Procedure Rules – Officer Employment Rules. Appointments must be made on merit (Section 7, Local Government and Housing Act 1989).

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

None.

4.4 Resident Impact Assessment:

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. Following an initial review, it has been concluded that a full Resident Impact Assessment is not required as the appointment does not have direct impact on residents.

5. Conclusion and reasons for recommendations

5.1 The Sub-Committee is asked to appoint candidates to the three roles following the member interview process.

Background papers: None

Final report clearance:

Signed by:

18 May 2021

Director of Human Resources

Date

Report author: Jonathan Moore, Committee Services Manager

Tel: 020 7527 3308

Email: Jonathan.Moore@islington.gov.uk