



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, **30 November 2021 at 10.00 am.**

Enquiries to : Jonathan Moore
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Despatched : 22 November 2021

Membership

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

Substitute Members

Councillor Una O'Halloran
Councillor Asima Shaikh
Councillor Diarmaid Ward
Councillor Rowena Champion
Councillor Sue Lukes
Councillor Michelline Safi Ngongo
Councillor Nurullah Turan
Councillor Sheila Chapman
Councillor Paul Convery
Councillor Jenny Kay
Councillor Martin Klute

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 - 26
	To agree the minutes of previous meetings held from April – July 2021.	
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.	
5.	Shortlisting of applicants for the post of Corporate Director of Children's Services	27 - 28

London Borough of Islington

Personnel Sub-Committee - 28 April 2021

Minutes of the meeting of the Personnel Sub-Committee held via Zoom on 28 April 2021 at 10.00 am.

Present: **Councillors:** Khurana (Chair), Comer-Schwartz, Gill, Kay and Gallagher

Councillor Anjna Khurana in the Chair

57 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillor Watts.

58 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Comer-Schwartz substituted for Councillor Watts.

59 DECLARATIONS OF INTEREST (Item 3)

None.

60 MINUTES OF THE PREVIOUS MEETINGS (Item 4)

RESOLVED:

That the minutes of the previous meetings held on 19 November 2020, 16 March 2021, 17 March 2021 (3.00pm) and 17 March 2021 (4.30pm) be agreed as a correct record.

61 SHORTLISTING OF APPLICANTS FOR THE POST OF PARTNERSHIP DIRECTOR - FAIRER TOGETHER (Item 5)

RESOLVED:

That the shortlist of candidates for the post of Partnership Director – Fairer Together be agreed.

The meeting ended at 11.25am

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 29 April 2021

Minutes of the meeting of the Personnel Sub-Committee held via Zoom on 29 April 2021 at 10.00 am.

Present: **Councillors:** Khurana (Chair), Gill, Shaikh, Kay and Gallagher

Councillor Anjna Khurana in the Chair

62 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillor Watts.

63 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Shaikh substituted for Councillor Watts.

64 DECLARATIONS OF INTEREST (Item 3)

None.

65 SHORTLISTING OF APPLICANTS FOR THE POST OF CORPORATE DIRECTOR - COMMUNITY WEALTH BUILDING (Item 4)

RESOLVED:

That the shortlist of candidates for the post of Corporate Director – Community Wealth Building be agreed.

The meeting ended at 11.00am

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 29 April 2021

Minutes of the meeting of the Personnel Sub-Committee held via Zoom on 29 April 2021 at 1.00 pm.

Present: **Councillors:** Khurana (Chair), Gill, Kay, Turan and Gallagher

Councillor Anjna Khurana in the Chair

66 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillor Watts.

67 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Turan substituted for Councillor Watts.

68 DECLARATIONS OF INTEREST (Item 3)

None.

69 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF ADULT SOCIAL CARE (Item 4)

RESOLVED:

That the shortlist of candidates for the post of Director of Adult Social Care be agreed.

The meeting ended at 2.10 pm

CHAIR

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Personnel Sub-Committee - 26 May 2021

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

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

Councillor Anjna Khurana in the Chair

70 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillors Gill and Gallagher.

71 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Champion substituted for Councillor Gill.

72 DECLARATIONS OF INTEREST (Item 3)

None.

73 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF CLIMATE CHANGE & TRANSPORT (Item 4)

RESOLVED:

That the shortlist of candidates for the post of Director of Climate Change & Transport be agreed.

74 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF ENVIRONMENT & COMMERCIAL OPERATIONS (Item 5)

RESOLVED:

That the shortlist of candidates for the post of Director of Environment & Commercial Operations be agreed.

75 APPOINTMENT OF DIRECTOR OF ADULT SOCIAL CARE, PARTNERSHIP DIRECTOR - FAIRER TOGETHER, AND CORPORATE DIRECTOR - COMMUNITY WEALTH BUILDING (Item 6)

The Sub-Committee noted the outcomes of the member interview panels for the posts.

RESOLVED:

- (i) That John Everson be appointed as Director of Adult Social Care;
- (ii) That Amy Buxton-Jennings be appointed as Partnership Director – Fairer Together;
- (iii) That Stephen Biggs be appointed as Corporate Director – Community Wealth Building;
- (iv) That the salary range for the posts be agreed;
- (v) It be noted that the offers of employment will be subject to completion of the Executive notification procedure.

The meeting ended at 11.45 am

CHAIR

London Borough of Islington

Personnel Sub-Committee - 26 May 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 26 May 2021 at 12.00 pm.

Present: **Councillors:** Khurana (Chair), Gill and Burgess

Councillor Anjna Khurana in the Chair

76 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillors Comer-Schwartz and Gallagher.

77 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

78 DECLARATIONS OF INTEREST (Item 3)

None.

79 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF CORPORATE LANDLORD SERVICES (Item 4)

RESOLVED:

That the shortlist of candidates for the post of Director of Corporate Landlord Services be agreed.

The meeting ended at 12.45 pm

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 22 June 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 22 June 2021 at 11.30 am.

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

Councillor Anjna Khurana in the Chair

80 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillors Gallagher and Gill.

81 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Champion substituted for Councillor Gill.

82 DECLARATIONS OF INTEREST (Item 3)

None.

**83 APPOINTMENT OF DIRECTOR OF CLIMATE CHANGE AND TRANSPORT
AND DIRECTOR OF CORPORATE LANDLORD SERVICES (Item 4)**

RESOLVED:

- (i) That Martijn Cooijmans be appointed to the post of Director of Climate Change and Transport;
- (ii) That Simon Mills be appointed to the post of Director of Corporate Landlord Services;
- (iii) That the salary range for the posts be agreed;
- (iv) It be noted that the offers of employment will be subject to the completion of the Executive notification procedure.

The meeting ended at 12.00 pm

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 30 June 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD - Islington Town Hall on 30 June 2021 at 10.30 am.

Present: **Councillors:** Khurana (Chair) and Gill
Also **Councillors:**
Present:

Councillor Anjna Khurana in the Chair

84 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillors Comer-Schwartz, Burgess and Gallagher.

85 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Ward substituted for Councillor Gallagher.

86 DECLARATIONS OF INTEREST (Item 3)

None.

87 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF HOUSING PROPERTY SERVICES (Item 4)
RESOLVED:

That the shortlist of candidates for the post of Director of Housing Property Services be agreed.

88 APPOINTMENT OF DIRECTOR OF ENVIRONMENT & COMMERCIAL OPERATIONS (Item 5)
RESOLVED:

- (i) That Tony Ralph be appointed to the post of Director of Environment & Commercial Operations;
- (ii) That the salary range for the post be agreed;
- (iii) It be noted that the offer of employment will be subject to the completion of the Executive notification procedure.

The meeting ended at 11.30 am

CHAIR

London Borough of Islington

Personnel Sub-Committee - 7 July 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 7 July 2021 at 10.30 am.

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

Councillor Anjna Khurana in the Chair

89 APOLOGIES FOR ABSENCE (Item 1)

None.

90 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

91 DECLARATIONS OF INTEREST (Item 3)

None.

92 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF LAW & GOVERNANCE (Item 4)

RESOLVED:

That the shortlist of candidates for the post of Director of Law & Governance be agreed.

The meeting ended at 11.30 am

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 7 July 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD I on 7 July 2021 at 1.00 pm.

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

Councillor Anjna Khurana in the Chair

93 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillor Gill.

94 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Ngongo substituted for Councillor Gill.

95 DECLARATIONS OF INTEREST (Item 3)

None.

96 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF YOUNG ISLINGTON (Item 4)

RESOLVED:

That the shortlist of candidates for the post of Director of Young Islington be agreed.

The meeting ended at 1:45pm

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 12 July 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 12 July 2021 at 1.00 pm.

Present: **Councillors:** Khurana (Chair), Ngongo, O'Halloran and Burgess

Councillor Anjna Khurana in the Chair

97 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillors Gallagher, Gill and Comer-Schwartz.

98 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Ngongo substituted for Councillor Comer-Schwartz.

Councillor O'Halloran substituted for Councillor Gill.

99 DECLARATIONS OF INTEREST (Item 3)

None.

**100 SHORTLISTING OF APPLICANTS FOR THE POST OF DIRECTOR OF
LEARNING & CULTURE (Item 4)
RESOLVED:**

That the shortlist of candidates for the post of Director of Learning & Culture be agreed.

The meeting ended at 1.50 pm

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 21 July 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 21 July 2021 at 9.00 am

Present: **Councillors:** Khurana (Chair), Gill, Gallagher, Burgess and Ward.

Councillor Anjna Khurana in the Chair

101 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillor Comer-Schwartz.

102 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Ward substituted for Councillor Comer-Schwartz.

103 DECLARATIONS OF INTEREST (Item 3)

None.

104 APPOINTMENT OF DIRECTOR OF HOUSING PROPERTY SERVICES (Item 4)

RESOLVED:

- (i) That Matthew West be appointed to the post of Director of Housing Property Services;
- (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.

105 APPOINTMENT OF DIRECTOR OF LAW AND GOVERNANCE (Item 5)

RESOLVED:

- (i) That Peter Fehler 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.

The meeting ended at 2.40 pm

CHAIR

London Borough of Islington

Personnel Sub-Committee - 22 July 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 22 July 2021 at 9.00 am.

Present: **Councillors:** Khurana (Chair), Burgess, Ngongo and O'Halloran.

Councillor Anjna Khurana in the Chair

106 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillors Comer-Schwartz, Gill and Gallagher.

107 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Ngongo substituted for Councillor Gill.

Councillor O'Halloran substituted for Councillor Comer-Schwartz.

108 DECLARATIONS OF INTEREST (Item 3)

None.

109 APPOINTMENT OF DIRECTOR OF LEARNING AND CULTURE (Item 4)

RESOLVED:

- (i) That Sarah Callaghan be appointed to the post of Director of Learning and Culture;
- (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 3.00 pm

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 26 July 2021

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 1, Town Hall, Upper Street, N1 2UD on 26 July 2021 at 9.30 am.

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

Councillor Anjna Khurana in the Chair

110 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillors Gallagher and Gill.

111 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Ngongo substituted for Councillor Gill.

112 DECLARATIONS OF INTEREST (Item 3)

None.

113 APPOINTMENT OF DIRECTOR OF YOUNG ISLINGTON (Item 5)

RESOLVED:

- (i) That Curtis Ashton be appointed to the post of Director of Young Islington;
- (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 2.35 pm

CHAIR

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Report of: Director of Human Resources

Meeting of:	Date:	Ward(s):
Personnel Sub-Committee	30 November 2021	N/A

THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION

SUBJECT: SHORTLISTING OF APPLICANTS FOR THE POST OF CORPORATE DIRECTOR OF CHILDREN'S SERVICES

1. Synopsis

- 1.1 This report sets out the process for the shortlisting of candidates for the Corporate Director of Children's Services.

2. Recommendations

- 2.1 To shortlist applicants for interview for the post of Corporate Director of Children's Services.
- 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 £117,624 to £141,480 (Grade CO1). 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.

The recruitment process has been undertaken in accordance with the Council's recruitment procedures.

5. **Conclusion and reasons for recommendations**

5.1 To shortlist applicants for the post of Corporate Director of Children's Services.

Exempt Appendix: Shortlisting panel information pack

Background papers: None

Final report clearance:

Signed by:

Director of Human Resources

Date

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