



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 on, **5 November 2024 at 1.00 pm.**

Enquiries to : Emma Taylor
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Despatched : 28 October 2024

Membership

Councillor Janet Burgess MBE
Councillor Diarmaid Ward
Councillor Jilani Chowdhury
Councillor Jason Jackson

Substitute Members

Councillor Santiago Bell-Bradford
Councillor Rowena Champion
Councillor Michelline Safi-Ngongo
Councillor Una O'Halloran
Councillor John Woolf
Councillor Jenny Kay
Councillor Troy Gallagher

Quorum: is 3 Councillors

A.	Formal Matters	Page
1.	Apologies for absence	
2.	Declarations of Substitute Members	
3.	Declarations of Interest	
4.	Minutes of the last meeting	1 - 2
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 of Corporate Director of Climate and Environment	3 - 10

The next meeting of the Employment and Appointments Committee will be on 6 November 2024

London Borough of Islington

Employment and Appointments Committee - 6 March 2024

Minutes of the meeting of the Employment and Appointments Committee held at Committee Room 4, Town Hall, Upper Street, N1 2UD on 6 March 2024 at 9.30 am.

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

Councillor Anjna Khurana in the Chair

21 APOLOGIES FOR ABSENCE (Item 1)

None.

22 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

23 DECLARATIONS OF INTEREST (Item 3)

None.

24 MINUTES OF THE LAST MEETING (Item 4)

RESOLVED:

That the minutes of the previous meeting on 21 February 2024 be agreed as a correct record and the Chair be authorised to sign them.

25 APPOINTMENT OF DIRECTOR OF IT AND DIGITAL SERVICES (Item 5)

The Committee interviewed candidates for the post of Director of IT and Digital Services.

RESOLVED:

- (i) That Melanie Rose be appointed to the post of Director of IT and Digital 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.

The meeting ended at 3.45 pm

CHAIR

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Meeting: Employment and Appointments Committee
Meeting Date: 5 November 2024
Publication: Part Exempt
Council Priority: N/A
Wards: All
Report of: Head of Democratic Services and Governance

THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION

Subject: Shortlisting of applicants for the post of Corporate Director of Climate and Environment

1. Recommendations

The Committee are asked to:

- 1.1. To shortlist applicants for interview for the post of Corporate Director of Climate and Environment

2. Report summary

- 2.1. This report sets out the process for the shortlisting of candidates for the post of Corporate Director of Climate and Environment

3. Details

- 3.1. The Employment and Appointment 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. Other options considered and the reasons for recommending this proposal

- 4.1. The Committee is asked to evaluate the applications set out in the Exempt Appendix to agree a shortlist to proceed to the interview stage.

5. Key impacts and risks of the proposal

- 5.1. The appointment of a senior officer to the post will support the delivery of the council's missions and objectives.

6. Contribution to the Islington Together 2030 Plan

As a member of the Senior Leadership Team, the postholder will have a key role in supporting, enabling and monitoring the delivery of the Islington Together 2030 Plan.

7. Consultation and community engagement

- 7.1. This is not applicable due to being an internal process. Applicants will be interviewed by the Employment and Appointments Committee before any offer of employment is made.

8. Implications

8.1. **Financial Implications**

- 8.1.1. The salary for this post is included within existing budgets. The salary range for the post has been advertised as Grade CO1 £128,704 - £154,390.

8.2. **Legal Implications**

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

8.3. **Climate Change and Environmental Implications**

- 8.3.1. None

8.4. **Equalities Impact Assessment**

- 8.4.1. 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.

- 8.4.2. An Equalities Impact Assessment Screening was completed, and a full Equalities Impact Assessment is not required in relation to this report, because the recruitment process has been undertaken in accordance with the Council's established procedures.

9. Timetable for implementation

- 9.1. The Committee is due to interview candidates on 3 December. Any offer of employment will be subject to the Executive Notification Procedure. A start date would be subject to discussion with the successful candidate.

Appendices:

- Exempt Appendix – applications for consideration

Background papers:

- None

Report approval:

Authorised by:

Head of Democratic Services and Governance

Date: 28 October 2024

Responsible Officer: Emma Taylor, Senior Democratic Services Officer
Email: democracy@islington.gov.uk

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