



Havering

L O N D O N B O R O U G H

APPOINTMENTS SUB COMMITTEE AGENDA

1.00 pm	Wednesday 19 December 2018	Committee Room 3A - Town Hall
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Members 6: Quorum 3

COUNCILLORS:

**Conservative Group
(3)**

**Residents' Group
(1)**

**Labour
(1)**

**Upminster &
Cranham Residents'
'Associations
Group
(1)**

Damian White
(Chairman)
Robert Benham
(Vice-Chair)
Viddy Persaud

Ray Morgon

Keith Darvill

Clarence Barrett

**For information about the meeting please contact:
Debra Marlow
debra.marlow@onesource.co.uk**

AGENDA ITEMS

1 CHAIRMAN'S ANNOUNCEMENT

The Chairman will announce details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

(If any) - receive

3 DISCLOSURE OF INTERESTS

Members are invited to disclose any interest in any of the items on the agenda at this point of the meeting.

Members may still disclose any interest in an item at any time prior to the consideration of the matter

4 MINUTES (Pages 1 - 2)

To approve as correct records, the Minutes of the meeting of the Sub-Committee held on 24th October, 2018 and to authorise the Chairman to sign them.

5 EXCLUSION OF THE PUBLIC

To consider whether the public should now be excluded from the remainder of the meeting on the grounds that it is likely that, in view of the nature of the business to be transacted or the nature of the proceedings, if members of the public were present during these items there would be disclosure to them of exempt information within the meaning of paragraph 1 of Schedule 12A to the Local Government Act 1972; and, if it is decided to exclude the public on these grounds, the Sub-Committee to resolve accordingly on the motion of the Chairman.

6 APPOINTMENT TO THE POST OF DIRECTOR OF REGENERATION (Pages 3 - 44)

Andrew Beesley
Head of Democratic Services

**MINUTES OF A MEETING OF THE
APPOINTMENTS SUB COMMITTEE
Committee Room 3B - Town Hall
24 October 2018 (1.00 - 3.00 pm)**

Present:

COUNCILLORS

Conservative Group	Damian White (Chairman) and Viddy Persaud
Residents' Group	Ray Morgon
Upminster and Cranham Residents' Group	Clarence Barrett
Labour	Keith Darvill

The Chairman reminded Members of the action to be taken in an emergency.

5 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

Councillor Robert Benham tendered his apologies.

6 DISCLOSURE OF INTERESTS

There were no declarations of interest.

7 MINUTES

The minutes of the Appointments Sub-Committee meeting held on 20 July, 2018 were accepted as a correct record and signed by the Chair.

8 EXCLUSION OF THE PUBLIC

It was RESOLVED that the public be excluded from the remainder of the meeting on that grounds that it was likely that, in view of the nature of the business to be transacted or the nature of the proceedings, if members of the public were present during those items that there would be a disclosure to them of exempt information within the meaning of paragraph 1 of Schedule 12A to the Local Government Act 1972.

9 **APPOINTMENT TO THE POST OF ASSISTANT DIRECTOR OF CUSTOMER, COMMUNICATIONS AND CULTURE**

The Sub-Committee, noted that one candidate withdrew from the process. Having seen the presentation of the remaining candidate invited for interview The Sub-Committee questioned the candidate, and deliberated in relation to the appointment.

After careful consideration of the relative strengths and experience of the candidate as indicated by the application, the presentation and by interview, the Sub-Committee agreed by a majority of 4 to 1 to appoint Gareth Nicholson to the post of Assistant Director of Customer, Communications and Culture subject to the notification provisions of paragraph 14 of the Staff Employment Procedure Rules set out in part 4 of Havering's Constitution.

Chairman

APPOINTMENT SUB- COMMITTEE

Subject Heading:	Appointment to the post of Director of Regeneration
SLT Lead:	Andrew Blake-Herbert – Chief Executive
Report Author and contact details:	Geraldine Minchin – Strategic HR Business Partner, Ext 2240
Policy context:	The Councils Constitution sets out in Part 3: Responsibility for Functions, Section 1.2: Functions delegated to general council committees, that the Appointments Sub-Committee will appoint senior officers i.e. Director, Assistant Director and Head of Service (where reporting directly to the Director).
Financial summary:	There are no financial implications arising from this report save for the salary costs associated with the appointment which have been budgeted for.

The subject matter of this report deals with the following Council Objectives

Communities making Havering	<input type="checkbox"/>
Places making Havering	<input checked="" type="checkbox"/>
Opportunities making Havering	<input checked="" type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

SUMMARY

Responsibility for the permanent appointment of senior officers that fall under the JNC for Chief Officers' terms and conditions of employment (i.e. Directors, Assistant Directors and Heads of Service) is delegated to the Appointment Sub-Committee under the Councils Constitution – Part 3 – Responsibility for Functions, Section 1.2 – Function delegated to general council committee.

RECOMMENDATIONS

That Members assess the candidates shortlisted for the Director of Regeneration post and determine the best candidate for the role.

REPORT DETAIL

In October 2018, the Chief Executive obtained the approval of the Leader of the Council to commence the recruitment process for the post of Director of Regeneration. Jobsgopublic were commissioned to provide an advertising and recruitment handling service which included their 'Smartsearch' option. An advert was also placed on the Councils website.

At the closing date (Monday 26th November) Jobsgopublic reported the following activity:

- 658 vacancy views
- 78 apply clicks
- 11 completed applications

A longlist sift reduced the eleven applicants to five candidates who were then technically assessed by Jobsgopublic via telephone. Following the technical assessments the five were shortlisted down to four candidates who were selected to attend an interview with a panel consisting of the Interim Chief Executive of oneSource and three of the Councils Joint Venture partners followed by a 1-1 with the Chief Executive.

Of the four candidates that attended, three have been invited to attend the interview with members of the Appointment Sub-Committee on the 19th December 2018.

The information pack attached as Appendix A (exempt as this contains candidates personal information) provides members with a summary of each candidates performance.

IMPLICATIONS AND RISKS

Financial implications and risks: There are no financial implications or risks arising directly save for the salary costs which have been budgeted for.

Legal implications and risks: There are no legal implications or risks arising directly. The recruitment and selection process has been managed in accordance with the Councils policies and procedures and has been supported by the oneSource HR Service.

Human Resources implications and risks: There are no HR implications or risks arising directly. The recruitment and selection process has been managed in accordance with the Councils policies and procedures and has been supported by the oneSource HR Service.

Equalities implications and risks: There are no equalities implications or risks arising directly. The recruitment and selection process has been managed in accordance with the Councils policies and procedures and has been supported by the oneSource HR Service.

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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
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