

## Appointments & Disciplinary Committee

Meeting of Appointments & Disciplinary Committee held on Friday, 26 May 2023 at 2.00pm  
in Room 1.01 and 1.02 - Bernard Weatherill House, Mint Walk, Croydon CR0 1EA

### MINUTES

**Present:** Mayor Jason Perry (Chair);  
Councillor Lynne Hale (Vice-Chair);  
Councillors Jason Cummings, Stuart King, Enid Mollyneaux and  
Callton Young

**Also Present:** Katherine Kerswell, Chief Executive Officer  
Elaine Jackson, Assistant Chief Executive Officer  
Dean Shoesmith, Chief People Officer  
Tom Downs, Democratic Service Officer  
Michelle Ossei-Gerning, Democratic Service Officer

### PART A

8/22 **Apologies for Absence**

There were no apologies from this meeting.

9/22 **Disclosure of Interests**

Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.

13/22 **Urgent Business**

There were no items of urgent business

11/22 **Review of Temporary Deputy Chief Officer Cover Arrangement:  
Extension of Assignment**

The Appointment and Disciplinary Committee considered the Review of Temporary Deputy Chief Officer Cover Arrangement: Extension of Assignment report. The Chief People Officer, Dean Shoesmith, provided an overview of the report which requested for an extension of the interim cover arrangement for the Interim Chief Digital Officer and Director of Resident Access.

The Committee further heard that the position was an extension of a six-month period from 27 May 2023 to 27 November 2023. The reason for the extension was to undertake a review of the workforce within the Digital and Resident Access division, and to further enable other recruitment to ensure sufficient capacity was held within the department.

Having considered the report,

The Committee **RESOLVED**:

- 1.1. To agree to extend the current temporary cover arrangement for the Interim Chief Digital Officer and Director of Resident Access for 6 months from 27 May 2023 until 27 November 2023, pending a workforce review within the Digital and Resident Access division, and following which permanent recruitment will take place.
- 1.2. Note that if the extension is agreed, the Committee's decision will be subject to the usual notification requirements in paragraph 3.3 of Part 4J (Staff Employment Procedure Rules) in the Constitution.

10/22

### **Appointment to the post of Director of Transformation**

The Appointment and Disciplinary Committee considered the Appointment to the post of Director of Transformation report. The Chief Executive Officer, Katherine Kerswell, provided an overview of the report which sought for the Committee's approval to agree the salary package and undertake the selection and appointment to the post of Director of Transformation.

The Committee heard that the appointed person would lead the design, development and delivery of all the whole organisation transformation programme, incorporating the service level transformation programmes in each directorate, further, the appointed person would be achieving significant cost savings, fundamentally reshape services and build a new inclusive relationship with the diverse communities of Croydon and council staff.

Contrary to Recommendation 1.2 in the report, the date of interview was scheduled for 9 June 2023, and it was agreed by the Committee that the date was reflected within the recommendation.

Having considered the report and the applications to be submitted for the role,

The Committee **RESOLVED**:

- 1.1. Agree the salary package for the post of Director of Transformation at £93,336-£102,242 under the Localism Act 2011 plus a market supplement of £20,758 allowing a maximum salary of up to £123,000 per annum.
- 1.2. Undertake the selection for and agree to short-list for final panel interview on Friday the 9th June any candidates listed in Part B for the post of Director of Transformation.
- 1.3. Any appointment to be subject to the appointment notification process as set out in section 3.3 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).
- 1.4. Agree that details of the candidate(s), and the costs of the recruitment campaign set out in the Part B appendices should be treated as exempt information on the basis that this is "information relating to any individual", "information likely to reveal the identity of an individual" and "information relating to the financial or business affairs of any particular person" respectively, and on the basis that in all the circumstances of the case, the public interest in maintaining these exemptions outweighs the public interest in disclosing the information for the reasons set out in this report.

12/22

### **Exclusion of Press and Public**

The following motion was proposed by Mayor Perry, seconded by Councillor Young and agreed by the Committee to exclude the press and public for the remainder of the meeting.

"That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within paragraphs 1, 2 and 5 as indicated in Part 1, 2 and 3 of Schedule 12A of the Local Government Act 1972, as amended".

The Part A element of the meeting ended at 2:14pm and moved to Part B