

	<b>General Purposes Committee</b> 11 September 2023
	<b>Head of Paid Service</b>
<b>Appointment of Director of Human Resources and Organisational Development</b>	

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
<b>List of Appendices:</b>	One Appendix 1 – Job description/ Person Specification
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> <small>(Name, Title, Contact Details)</small>	Debra Norman Corporate Director of Governance 0208 937 1578 Debra.norman@brent.gov.uk

## 1.0 Executive Summary

- 1.1. To provide General Purposes Committee with a proposed timetable for recruiting a permanent Director Human Resources following the recent appointment of an interim Director.

## 2.0 Recommendation(s)

- 2.1 To note the Chief Executive has appointed an Interim Director of Human Resources and Organisational Development.
- 2.2 To note the timetable set out in the report for the appointment to the post on a permanent basis.
- 2.3 To delegate to the Chief Executive any amendment to the proposed timetable, for operational reasons, in consultation with the Chair of General Purposes Committee.

## 3.0 Detail

### 3.1 Contribution to Borough Plan Priorities & Strategic Context

Recruitment to this post will support the implementation of the Brent Workforce Strategy – 2022-25 and other workforce related policies, to support delivery the Borough Plan 2023-27.

<https://www.brent.gov.uk/the-council-and-democracy/strategies-priorities-and-policies>

### **3.2 Background**

3.2.1 The Council's current Head of Human Resources has secured a post elsewhere. Before proceeding to recruit to that post the Chief Executive agreed amendments to the post to better fit the requirements of the post for the future and the new post has been designated the Director of Human Resources and Organisational Development.

3.2.2 In line with Standing Order 76(i) the Chief Executive decided to appoint an Interim Director to ensure this important area of Council work is covered by a suitably experienced individual pending a permanent appointment of a suitable qualified postholder.

3.2.3 In these circumstances Standing Order 76(ii) requires the General Purposes Committee to be informed of the timetable for recruiting a permanent post holder. Following discussions with our recruitment consultant the timetable is set out below:

Post Advertised	3 August 2023
Advert closes	4 September 2023
Technical Interviews	13 & 14 September 2023
Senior Staff Appointments Sub Committee.	25 September 2023

3.2.4 The Job Description and Person Specification for the post is attached at Appendix one. The salary for the post is at Hay 3, on a scale between £110,629 and £129,802 in line with the Council's pay and grading structure.

### **4.0 Stakeholder and ward member consultation and engagement**

4.1 None

### **5.0 Financial Considerations**

5.1 The current budget for the Head of Human Resources post is available to partially fund the new Director of Human Resources and Organisational Development post. The redesignation increases the cost of the post by £42k, which will be funded centrally to ensure appropriate resources are deployed to cover increased duties.

### **6.0 Legal Considerations**

6.1 In accordance with Standing Order 76 (i) and (ii) interim appointments to Senior Management Posts (including the Director of Human Resources and organizational Development) are made by the Chief Executive and, as set out in the report, when such an appointment is made General Purposes Committee receives a report setting out the timetable for the permanent recruitment. The permanent appointment will be made by the Senior Appointments Committee in accordance with Standing Order 75.

## **7.0 Equality, Diversity & Inclusion (EDI) Considerations**

7.1 There are not considered to be any equality implications arising directly from this report. The recruitment will be undertaken in accordance with the council's Recruitment and Selection Policy in respect of which an equality impact assessment has been undertaken.

## **8.0 Climate Change and Environmental Considerations**

8.1 None

## **9.0 Human Resources/Property Considerations (if appropriate)**

9.1 Included in the main body of the report.

## **10.0 Communication Considerations**

10.1 None

**Report sign off:**

**Kim Wright**  
Chief Executive