

LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE Director of Public Safety – Recruitment process: Appointment	
REPORT OF Director of People & Inclusion	
FOR SUBMISSION TO Audit and Corporate Governance (Appointment Panel) Sub-Committee DATE 24 th November 2022	
SUMMARY OF REPORT This report provides some background with regard to process and practice for the sub-committee in undertaking their role in appointing candidates for Chief Officer positions. Members are asked to carefully consider the advice within the report and should they have any additional questions to seek advice either before or during the meeting. Separately and with as much notice as they can (depending on the timing of the recruitment), Human Resources will supply to all members on a strictly confidential basis additional information on the recommended candidate. Local Government Act 1972 – Access to Information No documents have been used in the preparation of this report. Contact Officer: Joanna Brown Director of People and Inclusion 5 Pancras Square London N1C 4AG Tel: 020 7974 6302 E-mail: joanna.brown@camden.gov.uk	
RECOMMENDATIONS That the Audit and Corporate Governance (Appointment Panel) Sub-Committee: <ol style="list-style-type: none"> 1. Notes the background to the establishment of the post of Director of Public Safety. 2. Consider the appointment recommendation and make a decision whether to appoint. 	

Local Government Act 1972 – Access to Information

The additional information on the recommended candidate is exempt from disclosure by virtue of the following paragraphs of Schedule 12A to the Local Government Act 1972:

Paragraph 1: Information relating to any individual.

Signed:

A handwritten signature in black ink, appearing to read 'J Brown', is written over a light grey rectangular background.

Joanna Brown
Director of People and Inclusion

Date: 16th November 2022

1. Purpose of Report

- 1.1. The Audit and Corporate Governance Committee has delegated to the Audit and Corporate Governance (Appointment Panel) Sub-Committee responsibility for offering permanent appointments to all posts at Chief Officer level.
- 1.2. This report sets out the background to the establishment of a new Chief Officer role of Director of Public Safety. A recommendation to appoint is made on the basis of the current remit and experience of the officer recommended. Additional papers will be provided in an exempt from disclosure report directly by HR.

2. Director of Public Safety - Background

- 2.1. Under the current proposals, we are suggesting that we delete one Director post while distributing their current suite of responsibilities across two existing leadership roles and one new role. This approach will not only increase leadership capacity and capability in what is a highly significant and important area of the Council's work, but will also allow us to:

- Ensure senior level focus on community safety and build on the joined up working with the police and partners to help keep citizens safe, extend engagement and co-ordinated enforcement strategies
- Lead on providing outstanding leisure, libraries and green spaces that take a whole health approach supporting residents to live active healthy lives, and
- Integrate our work with the voluntary and community sector and our work on our refugee support within our wider work on equalities and disproportionality.

In shaping these proposals, there has been strong feedback that the current arrangements are not fit for purpose. We've received strong feedback from elected members, senior officers and partners that the remit of the current role is too broad and provides insufficient leadership capacity to respond to the breadth of issues, many of which have required an emergency management response.

The new arrangements will create significantly more leadership capacity by:

- Creating a new Director of Recreation (Leisure, Libraries and Green Spaces) – new post.
- Enhancing the current Head of Community Protection, which will become Director of Public Safety (Environmental Health, Licensing, Trading Standards, Noise Nuisance, Pest Control, Bereavement Services, Community Safety and Emergency Management and Resilience).
- Broadening the current remit of the Director of Equalities and disproportionality to include our refugee response and our work with the Voluntary and Community Sector (VCS).

- 2.2. This report focuses on the establishment of the new Director of Public Safety post. The role will report to Gillian Marston, Executive Director of Supporting Communities – Structure Chart Appendix 1.
- 2.3. We need to ensure that services are working together to tackle the challenges that have been identified and that our residents and the voluntary and community sector are involved in shaping and co-delivering action plans. To this end the role of Director of Public Safety will:
- Lead on providing outstanding front-line services including Environmental Health, Trading Standards, Licensing, Community Safety and Emergency Management.
 - Lead and embed a neighbourhood approach to community safety working seamlessly with other council services, organisations and the voluntary and community sector.
 - Working with partners to tackle antisocial and violent behaviour on our streets and neighbourhoods, knife crime and illegal drugs trading; radicalisation and counter terrorism.
 - Create strong relationships with strategic partnership; the Metropolitan Police, Business Improvement Districts, Government departments, Greater London Authority and other boroughs and regulatory bodies and statutory agencies that enable the Council to work across the whole system to achieve the greatest impact for our residents. The role will need to play a key part in the delivery of an effective multi-agency approach towards the delivery of neighbourhood focused services and drive the ongoing development of an outcome based/performance focused culture.
 - To create an environment, through strong partnerships and engagement with agencies, businesses and communities

3. Appointment Consideration

- 3.1. To appoint an internal candidate to the role – an approach which we have taken from time to time in exceptional circumstances. Whilst this approach is not used very often, it has a number of benefits in some situations: recruiting Chief Officers is not easy to get right even where time and attention is applied in order to appropriately assess a candidate's suitability for the role. This approach also gives a very positive message about the Council's commitment to 'growing its own' senior managers from an internal population and can contribute to the Council improving diversity at the most senior level of the organisation.
- 3.2. Where this approach has been taken in the past, it has been in exceptional circumstances. For example, where an employee has already been actively working in a role/area of work and there has been a high level of confidence in the post holder, such that an external recruitment process would seem artificial.

4. Appointment Proposal

- 4.1 On this occasion, the Chief Executive and Head of Paid Service is recommending to Members that they directly appoint an internal candidate to the newly established role of Director of Public Safety. The reasons for this are that:
- The Council already has an employee who has the majority of this work within their current role. They are performing at a high standard and officers and members have a high level of confidence in the individual.
 - Were this individual not appointed into this new position, they would effectively be made redundant under current employment law. This is because they are currently covering the majority of this role. Therefore, the current incumbent is effectively 'slotted' into the Director role.
 - The current employee is also from a black, Asian and ethnic minority background and as such, this appointment would continue to strengthen our efforts to increase representation at the most senior levels of the Council.
- 4.2 The recommendation is that the internal candidate is the only candidate considered for this role would be in keeping with past practice under exceptional circumstances of the type which apply in this instance and has a number of benefits. Additional background on the candidate, their current remit, will be provided in a separate report directly from Human Resources (Part II).

5. Finance Comments of the Executive Director Corporate Services

- 5.1. Prior to the candidate being put forward the Director of People and Inclusion will have checked with the relevant Finance lead that the appropriate budget provision is available for the post.

6. Legal Comments of the Borough Solicitor

- 6.1 The Local Authorities (Standing Orders) (England) Regulations 2001 (the Regulations) set out the requirements for the appointment of senior staff and the relevant provisions of the Regulations are contained in the Officer Employment Procedure Rules, which are set out in Part 4, section 9 of the Council's Constitution. The procedure set out in this report complies with the Regulations.
- 6.2 The Council has the power to appoint such officers as it considers necessary for the proper discharge of the Council's functions by virtue of s. 112(1) of the Local Government Act 1972.
- 6.3 By s. 112(2) of the Local Government Act 1972 such an officer "shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit".
- 6.4 The Accounts and Audit (Amendment No. 2) (England) Regulations 2009 which came into force on 31 March 2010 require all local authorities in their annual statement of accounts to publish details of remuneration for all senior employees earning in excess of £50,000 p.a. In the case of senior

employees who earn in excess of £150,000 p.a. these employees will be required to be identified by name.

- 6.5 Local Government and Housing Act 1989 s7(1) stipulates that any appointment made by the Council must be on merit subject only to some exemptions concerning the Councils equality duties. The Council should if challenged be able to demonstrate that the successful candidate was the best candidate by objective reference to both the application and the interviews.

Appendix 1

