

Agenda Item 18

Committee: Council

Date: 5th February 2020

Agenda item:

Wards: All

Subject: Appointment to the post of Managing Director of the South London Legal Partnership and designation of that post as the Council's Monitoring Officer.

Lead officer: Ged Curran, Chief Executive

Lead member: Chair of Appointments Committee and Cabinet Member for Strategic Resources and Performance

Key decision reference number:

Recommendations:

A To confirm the appointment of the recommended candidate to the post of Managing Director of the South London Legal Partnership, to designate that post as the Council's Monitoring Officer and to amend references in the constitution from Assistant Director Corporate Governance to Managing Director of the South London Legal Partnership

1. Purpose of report and executive summary

- 1.1 The purpose of this report is to confirm the appointment of Louise Round to the post of Managing Director of the South London Legal Partnership.
- 1.2 To designate that post as the Council's Monitoring Officer and for the references in the Constitution to Assistant Director Corporate Governance to be amended to Managing Director of the South London Legal Partnership.

2. Details

- 2.1 The Appointments Committee have previously ratified the recruitment process to the post of Managing Director of the South London Legal Partnership at a meeting held on 20th November 2019.
- 2.2 The recruitment campaign was handled by Penna who have a good track record of recruitment to similar roles in other London Boroughs. They also advised about the salary for the role. .
- 2.3 Long list assessments were conducted by Julie Towers (Managing Director, Penna) and Ben Cox (Associate Director, Penna). Those candidates who were long listed then had a preliminary technical interview with Julie Towers (Managing Director, Penna), Paul Evans (Technical assessor, previous AD Corporate Governance and current Director of Law and Governance at Surrey County Council) and Jonathan Evans (Technical assessor and Assistant Chief Executive at London Borough of Richmond). They produced detailed reports on the candidates and three candidates were recommended for short listing.
- 2.4 The short listed candidates completed psychometric assessments that tested intellectual ability, personality and motivation.

- 2.5 On 27th November 2019 the three candidates met key stakeholders from partner boroughs within the South London Legal Partnership and had a formal interview with the selection panel (Councillors Stephen Alambritis, Mark Allison and Oonagh Moulton), which included a pre-prepared presentation.
- 2.6 Louise Round, whose previous role was that of Chief Executive at Tandridge District Council where she was responsible for the delivery of full council services and prior to that had provided legal advice in London Boroughs for over 20 years, was recommended to be appointable to the post.
- 2.7 Details of the long listing, short listing and final panel reports for Managing Director of the South London Legal Partnership can be made available should they be required.

3. Financial, resource and property implications

- 3.1 The costs of procuring the Managing Director of South London Legal Partnership c£25,000, including advertisements costs.

4. Legal and statutory implications

- 4.1 The recommendations contained within this report are designed to ensure that the Council meets its statutory obligations to appoint staff on merit pursuant to the Local Government & Housing Act 1989. This means that the procedure should be capable of objective justification.
- 4.2 This post is covered by the Employee Procedure Rules (part 4H) of the constitution. Once the recruitment process is completed in accordance with the Council's recruitment procedures, the Chief Executive is notified of the name of the person to whom an offer should be made. The Chief Executive then needs to notify the details to every member of the Cabinet. The appointment will only be made where no material or well founded objection from the Cabinet has been received. Additionally, because the remuneration package exceeds £100,000, the appointment must be reported to Full Council

5. Human rights, equalities and community cohesion implications

- 5.1 The contents of this report are designed to ensure that the Council's processes are human rights and equalities compliant.
- 5.2 It is unlawful to discriminate on grounds of gender, race, disability, age, religion and belief and sexual orientation. This refers to both direct and indirect discrimination. In effect the process has to be evaluated against three tests (1) intention (2) method (3) effect. Where there is an **intention** to discriminate on any of the prohibited grounds, this would be unlawful. Where there is no such intention but the recruitment **methods** used are discriminatory, then the outcome may be open to challenge. Where the intention and method are sound but the **effect** is shown to have disproportionate effect on a particular category of applicant then the outcome may be open to challenge.

6. Risk management and health and safety implications

- 6.1 None

7. Appendices – the following documents are to be published with this report and form part of the report

7.1 None

8. Background Papers – the following documents have been relied on in drawing up this report but do not form part of the report

8.1 None

9. Contacts

- Report author:
 - Name: Ged Curran
 - Tel: 020 8545 3332
 - Email ged.curran@merton.gov.uk
- Meeting arrangements - Democratic Services:
 - Email: democratic.services@merton.gov.uk
 - Tel: 020 8545 3356/3357/3359/3361/3616
- All press contacts - Merton's Press office:
 - Email: press@merton.gov.uk
 - Tel: 020 8545 3181
- London Borough of Merton:
 - Address: Civic Centre, London Road, Morden, SM4 5DX
 - Tel: 020 8274 4901

10. Useful links

- 10.1 Merton Council's Web site: <http://www.merton.gov.uk>
- 10.2 Readers should note the terms of the legal information (disclaimer) regarding information on Merton Council's and third party linked websites.
- 10.3 <http://www.merton.gov.uk/legal.htm>
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