

GREATER LONDON AUTHORITY

REQUEST FOR MAYORAL DECISION – MD3143

Title: Appointment of an Interim Chief Finance Officer

Executive Summary:

Following an internal expression of interest process, this decision seeks the Mayor's approval to appoint Enver Enver as the GLA's interim Chief Finance Officer with immediate effect and until no longer required. Enver Enver would undertake this role in addition to his current substantive role as the GLA's Assistant Director, Group Finance and Performance.

Decision:

That the Mayor, noting that it is a joint decision with the London Assembly, approves the appointment of Enver Enver as the GLA's interim statutory Chief Finance Officer, with immediate effect and until no longer required, on the terms and conditions set out in this decision form.

Mayor of London

I confirm that I do not have any disclosable pecuniary interests in the proposed decision and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

Signature:



Date:

8/6/23

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE MAYOR

Decision required – supporting report

1. Introduction and background

- 1.1. Under the Greater London Authority Act 1999 ("GLA Act"), the GLA is required to have three statutory officers: a Head of Paid Service, a Chief Finance Officer and a Monitoring Officer.
- 1.2. The Chief Finance Officer exercises the statutory functions set out for that role in the GLA Act and other applicable legislation relating to GLA financial matters. The role has specific statutory functions, is politically restricted under the Local Government and Housing Act 1989 and is an appointment to be made on merit.
- 1.3. As one of the GLA's statutory officer roles, the Chief Finance Officer post has special employment status within the Authority. Appointments to the post must be made, and the terms and conditions determined, by the Mayor and the London Assembly acting jointly.
- 1.4. The GLA's Executive Director of Resources, who is also the GLA's statutory Chief Finance Officer, is temporarily absent from work and therefore unavailable to perform his duties.
- 1.5. The GLA's [Statutory Officer Protocol](#) sets out the process to be followed when appointing any of the three statutory officers. It does not specifically address the process to be followed where an interim appointment is required.
- 1.6. On this occasion, in the interests of expediency, the Mayor – jointly with the London Assembly – is asked to make an appointment on the recommendation of the Chief Officer in line with paragraphs 2.1 and 2.2 of the Statutory Officer Protocol, which allows the Chief Finance Officer function to be allocated to an existing post occupied by an existing member of staff without following an external recruitment and selection process where there is only one suitable expression of interest.
- 1.7. The London Assembly approved the appointment at its meeting on 8 June 2023.

2. Objectives and outcomes

- 2.1. The objective and outcome of this decision is to comply with section 127 of the GLA Act, which states that:
“(2) Every relevant authority¹ –
(a) shall make arrangements for the proper administration of its financial affairs; and
(b) shall secure that one of its officers (its Chief Finance Officer) has responsibility for the administration of those affairs.”
- 2.2. In the interests of continuity, it is proposed that this appointment would take place with immediate effect and until no longer required.

3. Equality comments

- 3.1. A fair internal expression of interest process was held in line with the good practice equality principles and best practice.

¹ Section 127(1) provides that the GLA is a relevant authority for the purposes of section 127.

4. Other considerations

- 4.1 Following an internal expression of interest process, it is recommended that Enver Enver be appointed as the GLA's interim Chief Finance Officer with immediate effect and until no longer required. Enver Enver would undertake this role in addition to his current substantive role as the GLA's Assistant Director, Group Finance and Performance.
- 4.2 Two further interim appointments are being made by the Chief Officer to cover the other responsibilities of the Executive Director of Resources in the interim – specifically the line management of the most senior staff in the Technology Group and Facilities Management. Together these two appointments will cover the responsibilities of the Executive Director of Resources set out in Appendix 1 not confined by law to the Chief Finance Officer. The authorities delegated to the Executive Director of Resources under Standing Orders, and other documents that constitute the GLA's Corporate Governance Framework, will be allocated in the interim to the interim Chief Finance Officer and the interim managers for the Technology Group and Facilities Management, as appropriate.
- 4.3 In taking on the Chief Finance Officer responsibilities of this job description, Enver Enver will be responsible to the Mayor and the Assembly under Section 127 of the GLA Act 1999 and other applicable legislation for the proper administration of the GLA's financial affairs and specifically for maintaining effective governance and financial management to ensure that the GLA operates sustainably in the long-term. He will also be responsible to the Chief Officer for the line management of the finance function. Enver Enver will continue to be paid for his current substantive role on standard GLA terms and conditions. For the duration of this interim appointment, Enver Enver will also be subject to the specific additional terms and conditions set out at Appendices 2 and 3 of the Statutory Officer Protocol.
- 4.4 There are no conflicts of interest to note for any of the officers involved in the drafting or clearance of this decision form.

5. Financial comments

- 5.1. Enver Enver will be paid a 10 per cent uplift on his current salary for these additional responsibilities – £12,713 pro-rated for the time he undertakes the post. The cost to the GLA, with standard on costs, is £15,637 per annum.

6. Legal comments

- 6.1. The legal basis for the appointment of an interim Chief Finance Officer has been set out above.
- 6.2. The Statutory Officer Protocol provides that where it is proposed to appoint a statutory officer from existing members of the Authority's staff, and there is only one suitable candidate who expresses interest in the role, a selection process is not required.

Appendices and supporting papers:

Appendix 1: Executive Director, Resources / Chief Finance Officer: Job Description

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

Until what date: (a date is required if deferring)

Part 2 – Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

Drafting officer:

Felicity Harris has drafted this report in accordance with GLA procedures and confirms the following:

✓

Sponsoring Director:

Mary Harpley has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities.

✓

Mayoral Adviser:

David Bellamy has been consulted about the proposal and agrees the recommendations.

✓

Advice:

The Finance and Legal teams have commented on this proposal.

✓

Corporate Investment Board

This decision was agreed by the Corporate Investment Board outside of the usual process in the interests of expediency.

ASSISTANT DIRECTOR, FINANCIAL SERVICES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

Anna Eastcott

Date

8 June 2023

CHIEF OF STAFF:

I am satisfied that this is an appropriate request to be submitted to the Mayor

Signature

D. Bellamy

Date

8 June 2023

Appendix 1

Job title: Executive Director, Resources / Chief Finance Officer

Grade: Spot

Directorate: Resources

Job Purpose

- Responsible to the Chief Officer for the leadership and performance of the functions allocated to the GLA's Resources directorate and for contributing proactively and collaboratively to the Corporate Management Team (CMT).
- Responsible to the Mayor and the Assembly as the GLA's Chief Finance Officer under Section 127 of the GLA Act 1999

Principal accountabilities

- Financial management and governance – maintaining effective governance and financial management to ensure that the GLA, GLA organisations, and Mayoral development corporations operate sustainably in the long-term;
- Treasury management – providing treasury management services to the GLA and those bodies participating in the GLA's shared treasury service (currently encompassing investments of £4 billion and debt of £5.5 billion);
- Budget development – leading on the strategic development of the Mayor's component (revenue and capital) and of consolidated budgets for the GLA Group (currently in excess of £18 billion a year) and ensuring the Group budget is set in line with legal requirements;
- Performance management -- supporting a highly integrated financial and performance monitoring regime for the GLA;
- Facilities management -- leading on the provision of safe working environments which support high levels of productivity and modern workplace provision;
- Information technology – leading on the provision of secure technology infrastructure which supports high levels of mobility, productivity and collaboration
- Collaboration across the GLA Group and the wider London public sector – to secure greater efficiency and effectiveness through collaboration and shared services
- Monitor delivery of corporate priorities across the directorate, working to achieve continuous improvement for all teams and individuals

As a member of the Corporate Management Team you will have collective responsibility, under the overall direction of the Chief Officer for:

- Providing effective leadership to all GLA teams, acting as a role model for our people and ensuring the development of a culture and core values which enable the GLA to continuously improve and innovate.
- Working closely with the Mayoral team to ensure the effective development and maintenance of corporate policy development

- Designing and implementing corporate and strategic approaches to ensure the use of an effective framework for the achievement of the GLA's objectives.
- Ensuring effective corporate management of resources (people, organisation, structures and management systems), regularly reviewing and re-prioritising this to ensure effective utilisation.
- Represent the GLA, supporting and promoting its activities and acting as a 'champion' of any corporate initiatives, often taking a lead role on these.
- Establish and maintain good internal and external stakeholder relations with the Mayoral team, Assembly Members, Unions, other GLA Group organisations, London boroughs and London's communities.
- Realising the benefits of London's diversity by promoting and enabling equality of opportunities and promoting the diverse needs and aspirations of London's communities.

Person specification

1. Technical requirements, experience, qualifications

- A CCAB qualified accountant (which includes ACCA and CIPFA)
- An in-depth understanding of financial management, treasury management and budget formulation across a range of professional functions.
- Extensive experience at senior manager level within a local authority, government department/agency or similar high profile organisation with comparable scope, responsibilities, budget and resources.
- Experience of providing professional advice in the areas covered by the post's responsibilities and experience of building trust and confidence with elected members (or similar office holders) within a democratic process.
- Experience of developing shared services.

2. Behavioural Competencies

Building and managing relationships

...is developing rapport and working effectively with a diverse range of people, sharing knowledge and skills to deliver shared goals.

Level 4 indicators of effective behaviour

- Identifies and engages a diverse range of influential contacts within stakeholder and community groups, and partner organisations
- Builds alliances to establish mutually beneficial working arrangements, openly sharing knowledge and insights
- Actively challenges and addresses 'silo attitudes' to encourage effective relationship building inside and outside the GLA
- Understands the complexities of political dynamics and uses this to manage relationships and resolve conflict effectively
- Identifies clear win-win situations with external partners.

Stakeholder focus

...is consulting with, listening to and understanding the needs of those our work impacts and using this knowledge to shape what we do and manage others' expectations

Level 4 indicators of effective performance

- Adapts objectives and the GLA's public facing position based on the context behind

stakeholder needs and requests.

- Builds the GLA's reputation as an organisation committed to meeting the needs of Londoners

Role Description (v1.0)

- Manages partner organisations' and Londoners' expectations of the GLA by anticipating and influencing changing priorities
- Instils a culture that encourages GLA staff to think about meeting Londoners' needs first
- Builds the confidence of staff, partner organisations and Londoners by ensuring the GLA delivers quality work

Strategic thinking

...is using an understanding of the bigger picture to uncover potential challenges and opportunities for the long term and turning those into a compelling vision for action

Level 4 indicators of effective performance

- Develops a positive and compelling vision of London's future potential, demonstrating confidence in the strategic direction of the GLA
- Translates an understanding of the complex and diverse threats and issues facing London into positive action
- Proactively involves partners in strategic thinking, incorporating their views into plans and working with them to align strategic priorities
- Sets organisational priorities by identifying where time and investment is needed most
- Generates and leads strategic initiatives that reflect the GLA's position as a regional authority

Managing and developing performance

...is setting high standards for oneself and others, guiding, motivating and developing them, to achieve high performance and meet the GLA's objectives and statutory obligations

Level 4 indicators of effective performance

- Creates an organisation that learns from experience
- Sets clear organisational objectives, cascading challenging yet achievable deliverables to directorates
- Identifies strategic level performance indicators and communicates these clearly
- Leads and sets an example for desired behaviour and performance for GLA staff
- Instils a culture of high performance and outstanding results where staff are encouraged to perform to their best

Decision making

...is forming sound, evidence-based judgements, making choices, assessing risks to delivery, and taking accountability for results

Level 4 indicators of effective performance

- Makes difficult decisions for the long-term benefit of the organisation
- Presents and instils confidence in strategic decision-making
- Consults stakeholders early in critical organisation-wide decisions
- Stands by the decisions and actions of the GLA
- Accepts and promotes accountability for the GLA's decision-making
- Ensures the organisation balances effective risk management with the need for timely actions

Planning and organising

...is thinking ahead, managing time, priorities and risk and developing structured and efficient approaches to deliver work on time and to a high standard.

Level 4 indicators of effective performance

- Takes accountability for monitoring delivery of the GLA's commitments
- Uses quality assurance processes across the organisation as a feedback mechanism to improve performance
- Takes responsibility for ensuring tools and techniques are available for the effective

management of programmes

Role Description (v1.0)

- Realigns GLA objectives to respond to changing external and internal agendas
- Uses feedback from all sectors as a performance measure for GLA work

Organisational awareness

...is understanding and being sensitive to organisational dynamics, culture and politics across and beyond the GLA and shaping our approach accordingly

Level 4 indicators of effective performance

- Focuses on the needs of Londoners, promoting organisational awareness of how they impact GLA priorities
- Anticipates and responds appropriately and professionally to political pressure, inspiring confidence and trust from politicians
- Shapes senior stakeholders' perceptions of the GLA, using their influence to support the GLA agenda
- Influences Londoners' perceptions of the GLA, using the Media where appropriate
- Leads the organisation by setting the highest standard in upholding integrity and ethical behaviour

Responding to pressure and change

...is being flexible and adapting positively, to sustain performance when the situation changes, workload increases, tensions rise or priorities shift.

Level 4 indicators of effective performance

- Demonstrates resilience in the face of challenge from staff, media and partner organisations
- Promotes the GLA as a flexible organisation, responding to the changing needs of Londoners
- Shows positivity in the face of external pressure, minimising negative impact
- Drives a culture of continuous improvement

Sets the direction for organisational development and ensures effective communication of change initiatives

This job is 'politically restricted' under the Local Government and Housing Act 1989.