

GENERAL PURPOSES COMMITTEE

Wednesday, 5 July 2017 at 7.00 p.m.

C1, 1st Floor, Town Hall, Mulberry Place, 5 Clove Crescent, London,
E14 2BG

SUPPLEMENTAL AGENDA

This meeting is open to the public to attend.

Contact for further enquiries:

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For further information including the Membership of this body and public information, see the main agenda.

4. REPORTS FOR CONSIDERATION

4 .4 General election 2017

This report outlines feedback and statistical information for the UK Parliamentary General Election 2017 (UKPGE).

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5. REPORTS FOR NOTING

5 .1 Councillor Learning & Development

This report updates Members on plans to extend the range of learning & development opportunities and establish a Member Learning & Development Working Group.

9 - 16

5 .2 Update on Senior Recruitment

An update on recent senior management recruitment.

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8. RESTRICTED REPORTS FOR NOTING

8 .1 Employment Appeals

This report updates Members about progress towards hearing employment appeals and seeks to identify Panels to hear outstanding cases.

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This report was initially identified as being exempt from publication, due to it containing sensitive information. It was accordingly listed in the 'exempt' section of the agenda. Since the agenda was published, the Council's Legal Team has determined the report is not exempt. Therefore this report has been published. Members are asked to note that the advice pertaining to exempt items on the agenda does not apply to this report.

Agenda Item 4.4

COMMITTEE	DATE	CLASSIFICATION	REPORT NO	AGENDA ITEM NO.
General Purposes	5 July 2017	Unrestricted		
REPORT OF: Will Tuckley, Acting Returning Officer		TITLE: Update on the UK Parliamentary General Election 2017		
ORIGINATING OFFICER(S) Louise Stamp		WARDS AFFECTED – All		

1. **SUMMARY**

1.1 This report outlines:

Feedback and statistical information for the UK Parliamentary General Election 2017 (UKPGE).

This is a briefer report than would normally be presented as it follows soon after the election and contains early feedback. We are still collating information and undertaking staff reviews.

2. **RECOMMENDATIONS**

2.1 That the Committee note the content of this report.

No unpublished background papers were relied upon to a material extent in the preparation of this report.

3. UK PARLIAMENTARY GENERAL ELECTION (UKPGE) UPDATE

- 3.1 With just 8 weeks to plan, prepare and deliver the snap UKPGE, the same processes for previous elections in the borough had to be adopted to ensure the election was delivered successfully.
- 3.2 The elections' working group, chaired by Will Tuckley, Acting Returning Officer, and officers from across the Council, the Metropolitan Police, Electoral Commission and Agilisys, met weekly to discuss progress and plans in place for the election.
- 3.3 There were 6 Candidates standing in Bethnal Green and Bow Constituency; and 7 Candidates standing in Poplar and Limehouse Constituency.
- 3.4 The turnout in each constituency was as follows –

Bethnal Green and Bow – 69.84%

Poplar and Limehouse – 67.68%
- 3.5 A pre-election meeting was held for candidates and their agents on 3 May 2017 to provide a brief on the nomination process, timetable of events, polling place changes, postal vote opening sessions, registration of electors, polling day security/fraud prevention and the count. The Met Police and Electoral Commission were in attendance.
- 3.6 A second meeting for candidates and their agents was held on 25 May 2017 to provide an update on registration and postal vote figures, the count process and to hear an update from the Met Police and Electoral Commission.
- 3.7 The number of allegations reported to the Special Enquiry Team (SET) Met Wide and beyond London in relation to the UKPGE was 53. Of these, 14 allegations (26%) related specifically to Tower Hamlets.

4. PRE-ELECTION PERIOD (PURDAH)

- 4.1 The Local Government Act 1986 prohibits the publication of any material by a local authority which appears to be designed to affect public support for a political party or promotes or opposes a point of view on a matter of political controversy. Publication refers to any communication in whatever form addressed to the public at large or a section of the public. The Code of Recommended Practice on Local Authority Publicity to which the Council must adhere, provides additional guidance for pre-election periods and reinforces the above prohibition and stresses the need for political neutrality.
- 4.2 During the pre-election period the Council varied its communication techniques so that pictures and quotations from candidates and politicians were not used save for modest 'business as usual' exceptions. The Mayor and Speaker's diaries were

modified so that they were not exposed to events which could lead to allegations of the Council demonstrating political bias. Council buildings were not hired out for political meetings or rallies.

- 4.3 Notwithstanding this rigorous adherence to the legal requirements a number of complaints were made about events in which candidates or prominent Members participated, that the Council had facilitated the use of council land/buildings for electoral purposes. A number of public council events took place during the pre-election period and on each occasion rules were imposed and advice was offered to Members to seek compliance with the legal constraints. A series of education cuts meetings in schools was particularly challenging. When we were aware of a forthcoming event, the booking was cancelled but in several cases we were unaware until after the event, when complaints were received.
- 4.4 It was disappointing that most of these complaints concerned member participation, as guidance had been issued to Members prior to the pre-election period seeking member assistance in aiding the Council to meet its legal obligations. Members had not committed any offences but had not actively assisted the Council and clearly political considerations had been given a higher priority than working with the Council of which they are elected Members. That may be inevitable during an election campaign but does cause considerable work for officers and other agencies such as the Metropolitan Police with which the Council has liaised closely and which also received complaints of inappropriate political behaviour by Members and which in turn reflected back upon the Council. Even so, the complained of events were relatively few and minor in nature.

5. POLLING PLACES

- 5.1 A total of 75 polling places and 104 polling stations were in operation across both constituencies. Each polling station had one presiding officer and two poll clerks on duty throughout the day. All polling places were supervised by 10 polling station inspectors.
- 5.2 The three new polling places, Marion Richardson Primary School, Tower Hamlets Local History Library and Locksley Community Centre worked well as polling places and will be considered for future elections in the borough.
- 5.3 The highest turnout at a polling station was 79.35% (Stebon Primary School) and the lowest turnout was 50.15% (Tiller Leisure Centre). The turnout figure for all polling stations is currently being compiled.
- 5.4 Local Tower Hamlets Police were on duty at every polling place from 7am until 10.30pm to ensure the exclusion zone was observed and deter intimidation outside the polling place.

6. SECURITY AND FRAUD PREVENTION

- 6.1 Where possible, polling places had exclusion zones marked outside the entrance to ensure easy access for voters. The police on duty ensured campaigners observed the exclusion zones.
- 6.2 A mark was placed on the corresponding numbers list to indicate the number of votes cast each hour. This was introduced to assist the police to identify the time period in the event a personation allegation.
- 6.3 A sign was placed at every polling station to indicate that no photography was permitted inside the polling station. This was extended to the use of mobile phones.
- 6.4 A new form was used at every polling station to capture the number of postal vote envelopes being handed in and record the name of the person delivering them. This was introduced to reduce the risk of postal vote fraud.
- 6.5 To protect the secrecy of the vote, new privacy screens were installed on each polling booth to ensure electors could cast their vote in private and were not overlooked by other electors in the next booth – see picture below:



7. POSTAL VOTES

- 7.1 Postal vote opening sessions took place from 30 May 2017 – 8 June 2017. The final two sessions took place at ExCeL London on 8 May 2017.
- 7.2 The final postal vote breakdown for each constituency is shown below:

Bethnal Green and Bow (BGB) –

Postal Votes dispatched for BGB = 15,157. Overall return for the six sessions (11,799) = **77.85%**

Overall rejections = 856 (5.65%).

Reasons For Rejection						
Mismatch Signature	Mismatch DOB	Mismatch both	No Signature	No DOB	No DOB and No Signature	No PVS
614	84	52	11	64	10	21

Poplar and Limehouse (PL) –

Postal Votes dispatched for PL = 16,452. Overall Return for the six sessions (12,809) = 77.86%

Overall rejections = 774 (4.7%).

Reasons For Rejection						
Mismatch Signature	Mismatch DOB	Mismatch both	No Signature	No DOB	No DOB and No Signature	No PVS
568	64	29	9	78	10	16

- 7.3 Number of postal vote packs received from Royal Mail sweep = 261
 Number of postal vote packs received from polling stations at 10pm = 1,518
 Number of postal vote replacements issued = 144

8. REGISTRATION

- 8.1 The final eligible electorate, for each constituency was as follows:

Bethnal Green and Bow – 86,075

Poplar and Limehouse – 87,331

- 8.2 The number of alterations to the register for the election period from 18/4/2017 – 22/5/2017 was as follows:

Online Applications received – 43,919 (number received on 22/5/2017 - last date to register = 7,303 (16.63%).

Additions to register – 19,159

Overseas Additions - 839

Deletions – 9,038

Duplicate registrations – 19,010

Emails – 6,193 (see Appendix A)

Phone Calls – 9,923

8.3 Canvasser visits to properties with more than five electors registered resulted in –

427 deletions from the register

41 additions to the register

20 alterations to the register

8.4 The Head of Electoral Services is collating statistical data from all London boroughs to highlight the impact IER has on the election process in terms of, new registrations, duplicate entries, postal vote replacements, emergency proxies, phone calls, emails and number of overtime hours worked by electoral staff. The data will be shared with the Cabinet Office, AEA, Electoral Commission and SOLACE.

9. THE COUNT

9.1 The count took place at ExCeL London commencing at 10pm on Thursday 8 June 2017.

9.2 78 count staff (26 teams of 3), 26 supervisors and 3 accountants were appointed in each constituency.

9.3 A total of 75 ballot boxes were returned for verification across both constituencies.

9.4 Counting of the votes into candidate trays commenced at 1.45am on Friday 9 June 2017. There were 13 teams (6 staff in each team) for each constituency.

9.5 The results for both Constituencies were declared between 4:45am and 5am on Friday 9 June 2017. The results were as follows:

Bethnal Green and Bow – Rushanara Ali

Poplar and Limehouse – Jim Fitzpatrick

10. POST- ELECTION REVIEWS

10.1 A series of post-election review sessions are being held to record good practice and capture any suggestions/comments for implementation at future elections. The following staff will attend the review sessions to provide feedback:

Election Planning Group
Presiding Officers
Polling Station Inspectors
DARO's and Count Supervisors
Accountants

- 10.2 The Head of Electoral Services has received positive feedback from various political parties, commenting that the election was well run and thanking staff for all their hard work. It was noted that there was a big improvement on polling day and at the count.

11. MAYOR AND LOCAL ELECTIONS 2018

- 11.1 Plans are already underway for the Mayor and local elections on Thursday 3 May 2018.
- 11.2 Lessons learnt from the 2017 review sessions will be considered and implemented where possible for polling stations and the count.
- 11.3 The count will take place at East Wintergarden, Canary Wharf. The verification of all ballot boxes will commence at 10pm on Thursday 3 May 2018, followed by the mayoral count.
- 11.4 The local ward counts will be deferred until the afternoon of Friday 4 May 2018, with a fresh count team.
- 11.5 Will Tuckley, Returning Officer for the mayor and local elections in 2018, met with officials from the Cabinet Office to confirm that Tower Hamlets will not be taking part in the 2018 ID pilots.
- 11.6 Although we agree in principle with Voter ID at polling stations, the decision not to participate was made to eliminate risks associated with the poll and ensure electors are not disenfranchised.
- 11.7 The Cabinet Office have asked Tower Hamlets to take part in an advisory group for the 2018 pilots, assisting them with reform designed to make the process safer.

12. OBSERVATIONS OF THE CHIEF FINANCE OFFICER

- 12.1 This is a noting report which provides the general purpose committee with an update on the preparations for the UKPGE 2017.
- 12.2 The Council's Electoral Services team conduct the UKPGE election on behalf of the ARO. The service costs £613k per annum and is funded through general fund resources.
- 12.3 The UKPGE is estimated to cost around £400k and is expected to be fully funded through Cabinet Office funding.

12.4 There are no additional financial commitments arising from the recommendations within this report.

13. LEGAL SERVICES COMMENTS

13.1 The UKPGE is being conducted in compliance with The Representation of the People Act 1983 (as amended).

13.2 There are no other immediate legal implications arising from this report.

14. ANTI-POVERTY IMPLICATIONS

14.1 There are no anti-poverty implications arising from this report.

15. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT (SAGE)

15.1 There are no SAGE implications arising from this report.

16. CRIME AND DISORDER REDUCTION IMPLICATIONS

16.1 There are no specific crime and disorder reduction implications arising out of this report.

Non-Executive Report of the: General Purposes Committee 5 th July 2017	
Report of: Zena Cooke, Corporate Director, Resources Asmat Hussain, Corporate Director, Governance and Monitoring Officer	Classification: Unrestricted
Member Learning & Development	

Originating Officer(s)	Heather Daley, Divisional Director of HR & Transformation, Stuart Young, Interim HR, OD & Transformation Manager Beverley McKenzie, Head, Members Support
Wards affected	(All Wards);

Summary

This report updates Members on plans to extend the range of learning & development opportunities and establish a Member Learning & Development Working Group.

Recommendations:

The General Purposes Committee is recommended to:

1. Note the current Member development offer detailed at Appendix 1.
2. Agree that the October General Purposes Committee receive a report bringing forward the outcome of a review of Member learning and development.
3. Nominate Members to be a part of the review.
4. Agree access to the development events currently provided for officers as detailed at Appendix 2.

1. REASONS FOR THE DECISIONS

- 1.1 The current Member learning & development offer would benefit from review including access to a new e-learning platform.
- 1.2 Member involvement in the design of learning & development activities will ensure that learning & development needs are identified and appropriately provided for.
- 1.3 Work on the revised programme needs to commence shortly so that it is in place in good time for the new municipal year.

2. ALTERNATIVE OPTIONS

- 2.1 Alternatively, Members could retain the current learning & development provision, or seek a third party to provide development activities.

3. DETAILS OF REPORT

- 3.1 The current Member learning & development offer provides a foundation for the knowledge and skills required for Councillors fulfilling their role. Work has been carried out over the spring and summer to review the officer learning & development offer. Members would benefit from a similar review to make the best use of resources. The current Member Development offer is summarised at Appendix 1.
- 3.2 A survey of Member development was carried out earlier in the year. 22 responses were received and these provide a good base upon which a review might be commenced. The survey suggested that in addition to some knowledge topics, Members prioritised the development of some core skills, including Media Relations, Dealing with Challenging People, Public Speaking and Chairing skills.
- 3.3 Assessing learning & development needs will form a key part of the review to ensure that development activities are aligned. This will provide the best experience for Members investing their time in attending courses, events, briefings and accessing online resources.
- 3.4 A recent review of learning & development for staff has created role profiles against which development can be tailored. It is proposed to adopt the same approach for Councillors. This can be best achieved by understanding the learning & development needs of Members and it is proposed to form a working group . The terms of reference for the Group are attached at Appendix 3.
- 3.5 Proposals for a refreshed Member learning & development programme will be brought back to the October GP Committee with a view to commencing services in January 2018. In the meantime the current Member offer will

continue. It is also proposed to open up Member access to a range of learning & development currently available to officers. These are provided both online and through office-based settings. Where the provision is office-based these sessions will be provided as Member only sessions. A proposed list is attached at Appendix 2.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 The current Medium Term Financial Strategy assumes a reduction in council wide learning and development costs and proposes a focused provision through a new learning and development plan and significant emphasis on e-learning provision. All costs for Member learning & development will be contained within the existing funding envelope so that no further financial implications arise from this report.

5. LEGAL COMMENTS

- 5.1 A core principle of Good Governance is developing the capacity and capability of members and officers to be effective as effective local government relies on public confidence in authority members, whether elected or appointed, and in officers. It is therefore important that arrangements exist for identifying the development needs of members and senior officers in relation to their strategic roles, and that these are supported by appropriate training.
- 5.2 It should be noted that the Standards Advisory Committee has a role in overseeing elements of Member Training specifically on matters relating to the Code of Conduct for Members and ethical governance.

6. ONE TOWER HAMLETS CONSIDERATIONS

- 6.1 Member development already provides support on diversity and inclusion. This offer will be supplemented by the courses at Appendix 1.

7. BEST VALUE (BV) IMPLICATIONS

- 7.1 A review of Member learning and development should better align the roles of Councillors to the provision available. Better targeting of development activities should provide more benefit to Members participating in learning & development.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 8.1 There are no specific implications for a Greener Environment arising from this report.

9. RISK MANAGEMENT IMPLICATIONS

- 9.1 Effective learning and development provides a foundation for Councillors in the fulfilment of their role. Development is particularly important to mitigate

risk following elections because newly elected Councillors are likely to have a steeper learning curve.

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

10.1 There are no specific implications for crime & disorder arising from this report.

Linked Reports, Appendices and Background Documents

Appendices

- Appendix 1 – Current Member Development courses
- Appendix 2 – Officer courses available to Councillors
- Appendix 3 – Draft terms of reference for Working Group on Member Development

Officer contact details for documents:

- Stuart Young, Interim HR, OD & Transformation Manager, 020 7364 5918
- Beverley McKenzie, Head, Members Support, 020 7364 4872

Appendix 1 Current Member Development

Workshop Schedule	
Proposed Date	Workshop Name
03-May-17	Ethics Probity- postponed
15-May-17	Tall Buildings
16-May-17	Waste Workshop
17-May-17	Tall Buildings
24-May-17	Ethics Probity - postponed
01-Jun-17	Consultation on a Development Viability SPD: Seminar
12-Jun-17	Development / Strategic Development Committee – Mandatory
13-Jun-17	Waste workshop
20-Jun-17	Waste Workshop
29-Jun-17	Draft Local Plan briefing post regulation 18
04-Jul-17	Waste Workshop
06-Jul-17	Draft Local Plan briefing post regulation 18
13-Sep-17	Ethics Probity
02-Oct-17	Ethics Probity
25th Jul to 28Jul	ASB Follow up
12-Dec-17	ASB Follow up
Before 8th June 2017	Viability SPD
late June/Early July-3rd (6-8pm) july/28th jun oe 29th june (5-7pm)	Advanced Chairing Skills working with Heather Wills, LGA
Before 29 June	SPD Viability Seminar
TBD	Social Media Training
11-Nov-16	Youth Services Update

Appendix 2 Office-based Development Opportunities for Councillors

Equalities & Diversity
Time Management
Communication Skills
Health & Safety Awareness
Personal Safety
ICT training – excel, word, powerpoint
Mental Health awareness
Safeguarding
Data Protection


Appendix 3 - Terms of Reference for Member Development Working Group

The Member Development Working Group will ensure strategic overview, planning and evaluation of all learning and development activities for Members and raise awareness and commitment to learning and development for all Members.

Each Political group will identify leads for learning and development. They will be responsible for promoting learning and development within their political groups; maximising learning opportunities for Members; working with group leadership on monitoring attendance at mandatory and other learning and development sessions, and for providing feedback to officers and Working Group members on development issues emerging at group level.

1. Membership of the Group shall be drawn from Tower Hamlets elected Members, as Group Leads for learning & development and the appropriate Council officers. Contributions may be sought from other boroughs, partners and specialist training organisations.
2. The Group shall review the current Member Development offer, receive examples of good practice and bring forward proposals for General Purposes Committee to consider.
3. The Group shall consider how best to assess learning & development needs for elected Members.
4. A range of techniques and learning styles can be used for development. The Group shall consider the appropriate range for Tower Hamlets and assist officers in the design of induction learning & development opportunities.
5. The Group shall consider how best to evaluate the effectiveness of learning activities both for the individual Councillor and for the programme as a whole. The Group shall bring forward recommendations for GP Committee to consider.

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<p>Non-Executive Report of the:</p> <p>General Purposes Committee</p> <p>5th July 2017</p>	 <p>TOWER HAMLETS</p>
<p>Report of: Chief Executive</p>	<p>Classification: Unrestricted</p>
<p>Update on Senior Recruitment</p>	

Originating Officer(s)	Stuart Young, Interim HR, OD & Transformation Manager
Wards affected	(All Wards);

Summary

An update on recent senior management recruitment.

Recommendations:

The General Purposes Committee is recommended to:

1. Note progress on the recruitment to senior management vacancies following the implementation of a revised Council structure.

1. REASONS FOR THE DECISIONS

1.1 For noting

2. ALTERNATIVE OPTIONS

2.1 NA

3. DETAILS OF REPORT

3.1 Progress of recruitment is as follows:

Job Title	Current Recruitment Status
Corporate Director Governance	Asmat Hussain commencing 3 rd July 2017
Corporate Director Place	Ann Sutcliffe to provide cover on acting up basis for 3 months with effect from 1st June 2017 pending completion of recruitment.
Divisional Director Adults Social Care	David Jones interim management cover with effect from 19 th June 2017 whilst recruitment to permanent post takes place.
Divisional Director Community Safety	Ann Corbett commenced 15 th May 2017
Divisional Director HR & Transformation	Heather Daley commenced 7 th June 2017
Divisional Director IT	Adrian Gorst commencing 12 th July 2017
Divisional Director Legal	Janet Fasan commencing 1st July 2017
Divisional Director Growth & Economic Development	Extended search commenced <u>Revised dates:</u> 7 th July: Longlisting 14 th July: Preliminary interviews 24 th July: ASC shortlist meeting 8 th August: ASC final panel interviews
Divisional Director Housing & Regeneration	Interim arrangements continuing with Mark Baigent covering this role
Divisional Director Sports, Leisure and Culture	Interim arrangements continuing with Judith St John covering this role. Currently being advertised with closing date of 6 th July 2017.

Divisional Director Youth and Commissioning	Interim arrangements continuing with Ronke Martins Taylor covering this role. Currently being advertised with closing date of 6 th July 2017.
Divisional Director Health and Integrated Commissioning	Interim arrangements continuing with Karen Sugars covering this role. Recruitment to proceed shortly

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 The costs related to the recruitment and interim arrangements are being met from existing budgets.

5. LEGAL COMMENTS

- 5.1 There are no legal implications arising from this report.

6. ONE TOWER HAMLETS CONSIDERATIONS

- 6.1 Recruitment to the vacancies has been carried out in accordance with the Council's procedures.

7. BEST VALUE (BV) IMPLICATIONS

- 7.1 Recruitment to the senior management structure will further enable the Council to deliver excellent services for residents and deliver the associated financial saving.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 8.1 There are no environmental implications arising from this report.

9. RISK MANAGEMENT IMPLICATIONS

- 9.1 Risks associated with recruitment have been mitigated by the engagement of a specialised recruitment adviser.

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 10.1 There are no crime and disorder implications arising from this report.

Linked Reports, Appendices and Background Documents

Appendices

- NONE

Local Government Act, 1972 Section 100D (As amended)

List of “Background Papers” used in the preparation of this report

List any background documents not already in the public domain including officer contact information.

- NONE

Officer contact details for documents:

- Stuart Young, 020 7364 5918

<p>Non-Executive Report of the:</p> <p>General Purposes Committee</p> <p>5th July 2017</p>	 <p>TOWER HAMLETS</p>
<p>Report of: Zena Cooke, Corporate Director, Resources</p>	<p>Classification: Unrestricted</p>
<p>Employment Appeals</p>	

Originating Officer(s)	Stuart Young, Interim HR, OD & Transformation Manager
Wards affected	(All Wards);

Summary

This report updates Members about progress towards hearing employment appeals and seeks to identify Panels to hear outstanding cases.

Recommendations:

The General Purposes Committee is recommended to:

1. Note the significant delay in hearing employment appeals
2. Agree Panel members to attend to hear outstanding appeals. To agree that a schedule of six employment appeal panels should be arranged for the municipal year 2017/18 and nominate Members to attend.
3. To receive a review of Employment Policies and Procedures later in this municipal year including arrangements for appeals.

1. REASONS FOR THE DECISIONS

- 1.1 Appeal hearings should be held in a timely manner and this report seeks to ensure that meeting dates are scheduled in advance to minimise the time taken to hear appeals.

2. ALTERNATIVE OPTIONS

- 2.1 The Committee could choose not to set hearing dates nor appoint members, but this would lead to further delays to appeal hearings, which is not in line with best practice.

3. DETAILS OF REPORT

- 3.1 The table below provides detail of the number and timescale for employment appeals over the last 3 years. The information demonstrates that Council performance on the timely arrangement of appeals is generally very poor and not in line with best practice. The Council has also been criticised at Employment Tribunal for the delay in completing its employment procedures and continues to incur risks as a result.

Appellant	Hearing Date	Appeal letter date	Days	Decision	ET submitted
a	15 June 2017	9 Oct 2016	246	Re-instated	No
b	13 June 2017	18 Nov 2016	192	Upheld	No
c	11 May 2017	29 April 2016	377	Adjourned	No
d	9 May 2017	9 August 2016	270	Upheld	Yes
e	29 March 2017	10 th Oct 2016	169	Upheld	Yes
f	15 Dec 2016	7 May 2016	217	Upheld	No
g	15 Nov 2016	6 June 2016	159	Upheld	Yes
h	9 Nov 2016	16 May 2016	173	Reinstated	No
i	25 Oct 2016	27 April 2016	181	Upheld	No

j	27 th Sept 2016 (adjourned from 27 April 2016)	23 Feb 2016	214	Upheld	Yes
k	23 August 2016	8 March 2016	165	Upheld	Yes
l	25 May 2016	1 March 2016	84	Re-instated	No
m	26 April 2016 (adjourned from 20 Oct 2015)	22 April 2015	369	Upheld	Yes
n	2 March 2016	10 Nov 2015	112	Upheld	No
o	24 Nov 2015	4 June 2015	170	Upheld	Yes
p	12 Nov 2015	3 July 2015	129	Reinstated	No
q	9 Nov 2015	20 May 2015	169	Upheld	No
r	2 Nov 2015	20 May 2015		withdrew	No
s	22 Oct 2015	16 May 2015	153	Upheld	No
t	19 Oct 2015	17 May 2015	152	Upheld	No
u	5 Oct 2015	7 May 2015	150	Reinstated	No
v	21 Sept 2015	29 Jan 2015	235	Upheld	No
w	26 Jan 2015	1 Dec 2014	N/A	Withdrew	No
x	8 Dec 2014 (adjourned from 12 May 2014)	12 Dec 2013	361	Reinstated	No

- 3.2 The table below identifies appeals awaiting a hearing. These also pose a risk and require Member panels to hear. Throughout the year further employment appeals will arise. Their timely organisation would benefit from scheduling panels in advance in the same way that committees are managed.

Directorate	Date of Dismissal	Appeal Rec'd	Days Outstanding	Planned Appeal Date
Place	04/04/16	07/06/2016	315	10/07/17 9.30 am
Place	21/12/16	12/01/2017	98	10/07/17 3.30 pm
Place	08/02/17	03/03/2017 resubmitted 04/04/17	50	
Place	06/03/17	28/03/2017	19	

- 3.3 There have been a number of lessons learnt from appeals over the last year. The Chair of GP Committee raised a list of issues which were used by the HR service to engage with managers and occupational health. Further, a review of employment procedures nears completion. Recommendations will be brought back to the Committee in this municipal year.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 There are no financial implications arising directly from this report

5. LEGAL COMMENTS

- 5.1 The primary risk to the Council of delay in the hearing of appeals against dismissal is the potential for an Employment Tribunal to consider that there has been a failure to follow the ACAS Code of Practice in respect of hearing an appeal within a reasonable time frame. Although not every dismissal leads to a claim and the circumstances of each case will be considered in determining what is reasonable, a finding that there has been an unreasonable failure to comply with the ACAS Code could lead to a potential uplift in any compensation ordered of up to 25%.
- 5.2 An employee may also seek to add additional claims or additional grounds of complaint in any existing Tribunal claim regarding any breach of procedure or failure to act within a reasonable timeframe (which could include claims of discrimination)

6. ONE TOWER HAMLETS CONSIDERATIONS

6.1 Appeal panels are constituted to be representative wherever possible. The appeal stages of any employment process serves as a check of procedural adherence.

7. BEST VALUE (BV) IMPLICATIONS

7.1 There are no best value implications arising directly from this report.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

8.1 There are no environmental issues arising directly from this report.

9. RISK MANAGEMENT IMPLICATIONS

9.1 The Council is incurring risk by delaying the hearing of employment appeals. Employment Tribunals take a dim view of such delays and may infer procedural irregularity thus weakening the Council's defence.

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

10.1 There are no crime and disorder issues arising from this report.

Linked Reports, Appendices and Background Documents

Local Government Act, 1972 Section 100D (As amended) List of "Background Papers" used in the preparation of this report

List any background documents not already in the public domain including officer contact information.

- Exempt appeal report

Officer contact details for documents:

- Stuart Young, interim HR, OD & Transformation Manager, 020 7364 5918

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