

GENERAL PURPOSES COMMITTEE

Monday, 26 March 2018 at 6.30 p.m.

**MP702, 7th Floor, Town Hall, Mulberry Place, 5 Clove Crescent,
London E14 2BG.**

This meeting is open to the public to attend.

Members:

Chair: Councillor Danny Hassell

Vice-Chair: Councillor Denise Jones

Councillor Craig Aston, Councillor Aminur Khan, Councillor Abdul Mukit MBE,
Councillor Muhammad Ansar Mustaqim, Councillor Rachael Saunders and Councillor
Helal Uddin

Deputies:

Councillor Asma Begum, Councillor Peter Golds, Councillor Joshua Peck and
Councillor Candida Ronald

[The quorum for this body is 3 Members]

Contact for further enquiries:

Joel West, Democratic Services

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

Tel: 020 7364 4207

E-mail: joel.west@towerhamlets.gov.uk

Web: <http://www.towerhamlets.gov.uk/committee>

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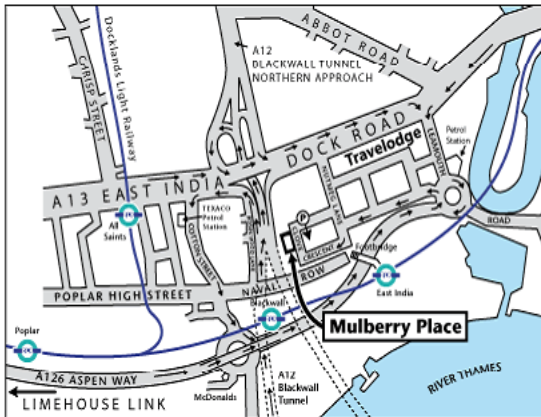
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APOLOGIES FOR ABSENCE

- 1. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS** **5 - 8**

To note any declarations of interest made by Members, including those restricting Members from voting on the questions detailed in Section 106 of the Local Government Finance Act, 1992.

See attached note from the Monitoring Officer.

- 2. MINUTES** **9 - 18**

To agree the unrestricted minutes of the General Purposes Committee meeting held on 8 February 2018.

- 3. REPORTS FOR CONSIDERATION**

- 3.1 Update on Chief Officer and Deputy Chief Officer Recruitment Activity - March 2018** **19 - 24**

The Council's senior management team structure has been considered previously by the General Purposes Committee and this report updates Members in relation to interim arrangements and proposals to fill posts on a permanent basis at Chief Officer and Deputy Chief Officer level.

- 4. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT**

- 5. EXCLUSION OF THE PRESS AND PUBLIC**

In view of the contents of the remaining items on the agenda the Committee is recommended to adopt the following motion:

"That, under the provisions of Section 100A of the Local Government Act 1972, as amended by the Local Government (Access to Information) Act 1985, the press and public be excluded from the remainder of the meeting for the consideration of the Section Two business on the grounds that it contains information defined as Exempt in Part 1 of Schedule 12A to the Local Government Act, 1972."

EXEMPT SECTION (Pink Papers)

The exempt committee papers in the agenda will contain information, which is commercially, legally or personally sensitive and should not be divulged to third parties. If you do not wish to retain these papers after the meeting, please hand them to the Committee Officer present.

5.1 HR Division Restructure and related matters - staffing implications To Follow

Next Meeting of the Committee:
To be confirmed

DECLARATIONS OF INTERESTS - NOTE FROM THE MONITORING OFFICER

This note is for guidance only. For further details please consult the Members' Code of Conduct at Part 5.1 of the Council's Constitution.

Please note that the question of whether a Member has an interest in any matter, and whether or not that interest is a Disclosable Pecuniary Interest, is for that Member to decide. Advice is available from officers as listed below but they cannot make the decision for the Member. If in doubt as to the nature of an interest it is advisable to seek advice **prior** to attending a meeting.

Interests and Disclosable Pecuniary Interests (DPIs)

You have an interest in any business of the authority where that business relates to or is likely to affect any of the persons, bodies or matters listed in section 4.1 (a) of the Code of Conduct; and might reasonably be regarded as affecting the well-being or financial position of yourself, a member of your family or a person with whom you have a close association, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the ward affected.

You must notify the Monitoring Officer in writing of any such interest, for inclusion in the Register of Members' Interests which is available for public inspection and on the Council's Website.

Once you have recorded an interest in the Register, you are not then required to declare that interest at each meeting where the business is discussed, unless the interest is a Disclosable Pecuniary Interest (DPI).

A DPI is defined in Regulations as a pecuniary interest of any of the descriptions listed at **Appendix A** overleaf. Please note that a Member's DPIs include his/her own relevant interests and also those of his/her spouse or civil partner; or a person with whom the Member is living as husband and wife; or a person with whom the Member is living as if they were civil partners; if the Member is aware that that other person has the interest.

Effect of a Disclosable Pecuniary Interest on participation at meetings

Where you have a DPI in any business of the Council you must, unless you have obtained a dispensation from the authority's Monitoring Officer following consideration by the Dispensations Sub-Committee of the Standards Advisory Committee:-

- not seek to improperly influence a decision about that business; and
- not exercise executive functions in relation to that business.

If you are present at a meeting where that business is discussed, you must:-

- Disclose to the meeting the existence and nature of the interest at the start of the meeting or when the interest becomes apparent, if later; and
- Leave the room (including any public viewing area) for the duration of consideration and decision on the item and not seek to influence the debate or decision

When declaring a DPI, Members should specify the nature of the interest and the agenda item to which the interest relates. This procedure is designed to assist the public's understanding of the meeting and to enable a full record to be made in the minutes of the meeting.

Where you have a DPI in any business of the authority which is not included in the Member's register of interests and you attend a meeting of the authority at which the business is considered, in addition to disclosing the interest to that meeting, you must also within 28 days notify the Monitoring Officer of the interest for inclusion in the Register.

Further advice

For further advice please contact:-

Asmat Hussain, Corporate Director, Governance and Monitoring Officer – 020 7364 4800.

APPENDIX A: Definition of a Disclosable Pecuniary Interest

(Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, Reg 2 and Schedule)

Subject	Prescribed description
Employment, office, trade, profession or vacation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	<p>Any payment or provision of any other financial benefit (other than from the relevant authority) made or provided within the relevant period in respect of any expenses incurred by the Member in carrying out duties as a member, or towards the election expenses of the Member.</p> <p>This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.</p>
Contracts	<p>Any contract which is made between the relevant person (or a body in which the relevant person has a beneficial interest) and the relevant authority—</p> <p>(a) under which goods or services are to be provided or works are to be executed; and</p> <p>(b) which has not been fully discharged.</p>
Land	Any beneficial interest in land which is within the area of the relevant authority.
Licences	Any licence (alone or jointly with others) to occupy land in the area of the relevant authority for a month or longer.
Corporate tenancies	<p>Any tenancy where (to the Member's knowledge)—</p> <p>(a) the landlord is the relevant authority; and</p> <p>(b) the tenant is a body in which the relevant person has a beneficial interest.</p>
Securities	<p>Any beneficial interest in securities of a body where—</p> <p>(a) that body (to the Member's knowledge) has a place of business or land in the area of the relevant authority; and</p> <p>(b) either—</p> <p>(i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or</p> <p>(ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of the total issued share capital of that class.</p>

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LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE GENERAL PURPOSES COMMITTEE

HELD AT 7.00 P.M. ON THURSDAY, 8 FEBRUARY 2018

**C1, 1ST FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE CRESCENT,
LONDON, E14 2BG**

Members Present:

Councillor Danny Hassell (Chair)
Councillor Denise Jones (Vice-Chair)
Councillor Aminur Khan
Councillor Abdul Mukit MBE
Councillor Joshua Peck

Apologies:

Councillor Rachael Saunders
Councillor Helal Uddin

Others Present:

Superintendent Stuart Ryan (Metropolitan Police)

Officers Present:

Will Tuckley	(Chief Executive)
Asmat Hussain	(Corporate Director, Governance and Monitoring Officer)
Runa Basit	(Head of School Governance & Information)
Robert Curtis	(Electoral Services Manager)
Heather Daley	(Divisional Director, HR & Transformation)
Asmat Hussain	(Corporate Director, Governance and Monitoring Officer)
Beverley McKenzie	(Head, Members Support, Democratic Services)
Will Tuckley	(Chief Executive)
Joel West	(Senior Democratic Services Officer)

1. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS

Councillor Danny Hassell declared a personal interest in Item 4.5, Review of External Appointments – Phase 2, as he was nominated as the Council's representative on the Whitechapel Art Gallery.

Councillor Denise Jones declared a personal interest in Item 4.5, Review of External Appointments – Phase 2, as she was nominated as a Council representative on Create London; East London & The City University Mental Health NHS Trust (East London NHS Foundation Trust); East London Nursing

Society Trust; Lee Valley Regional Park Authority and V & A Museum of Childhood.

Councillor Abdul Mukit declared a personal interest in Item 4.5, Review of External Appointments – Phase 2, as he was nominated as a Council representative on Rich Mix Cultural Foundation; and Tower Hamlets Community Housing.

Councillor Joshua Peck declared a personal interest in Item 4.5, Review of External Appointments – Phase 2, as he was nominated as the Council's representative on LHC (London Housing Consortium).

2. MINUTES

RESOLVED:

That the unrestricted minutes of the General Purposes Committee meeting held on 12 October 2017 are agreed as a correct record.

3. WORK PLAN

The Chair noted that there were no substantive items on the work plan for the next meeting on 3 April 2018 and asked officers to consider cancelling this meeting, should this not change in the interim.

RESOLVED:

1. That the Committee's work plan 2017/18 is noted; and
2. Should no substantive items be identified for the 3 April 2018 meeting, the Monitoring Officer be requested to cancel the meeting.

4. REPORTS FOR CONSIDERATION

4.1 LA Governor Appointment Report

Runa Basit, Head of School Governance & Information, introduced the report, which summarised applications from 6 persons who had applied to be nominated for appointment or reappointment as a local authority governor at Tower Hamlets maintained schools.

Following consideration of the information supplied, including both unrestricted and restricted reports, the Committee agreed to nominate all 6 applicants to the school governor position each had applied for.

RESOLVED:

1. That the applicants for re-appointment to Local Authority School Governor positions as set out in the report be approved as follows.

- a. That Dr Katy Bennett-Richards be nominated for re-appointment as a governor at Harbinger Primary School under the 2012 School Governance (Constitution) Regulations;
 - b. That Kimberley McNeil be nominated for re-appointment as a governor at Halley Primary School under the 2012 School Governance (Constitution) Regulations.
2. That the applications for Local Authority Governors as detailed in the report be approved as follows:
- a. That Beatrice Roberts be nominated for appointment as a governor at Stephen Hawking Special School under the 2012 School Governance (Constitution) Regulations;
 - b. That Clare Lovett be nominated for appointment as a governor at Cherry Trees Special School under the 2012 School Governance (Constitution) Regulations;
 - c. That Sian Acreman be nominated for appointment as a governor at St Saviour's CoE Primary School under the 2012 School Governance (Constitution) Regulations; and
 - d. That Hilary Evenett be nominated for appointment as a governor at Central Foundation Girls' School under the 2012 School Governance (Constitution) Regulations.

4.2 Mayor and Local Government Elections 2018 Update

Will Tuckley, Chief Executive and Returning Officer, introduced the report, which provided an update on preparations for the Mayoral and local elections on 3 May 2018.

Mr Tuckley provided more details on the possible postal vote pilot explained at paragraph 3.5 of the report. Mr Tuckley explained the pilot is expected to include three main components: improving advice to electors concerning safety and security of their votes; a sample of voters would be contacted to check they had received their postal vote packs; and a further sample would be contacted when their postal votes were received, to check they were completed and returned properly. Discussions concerning the specific details of the proposed pilot between the Returning Officer and Cabinet Office are ongoing. The Chair asked that the Committee be provided with a briefing note on the pilot, including the anticipated size of samples and what is being done to make guidance for postal voting as accessible as possible.

Mr Tuckley advised the Committee of a meeting at the Greater London Assembly the previous day where policing for the Tower Hamlets local elections 2018 was discussed by the GLAs Police and Crime Committee. The meeting was attended by Mr Tuckley, Claire Bassett, Chief Executive of the Electoral Commission; Chief Superintendent Sue Williams, Borough

Commander, Tower Hamlets, MPS; and Detective Superintendent Stuart Ryan, MPS (who was also in attendance at the Committee).

Mr Tuckley introduced the Committee to the Council's recently appointed Head of Electoral Services, Robert Curtis. Mr Curtis provided further detail on election planning, including:

- Numbers and training of election staff and measures to ensure their impartiality.
- Pre-election planning with the Police and Cabinet Office.
- A recently launched webpage which allows anyone to report concerns of electoral malpractice
https://www.towerhamlets.gov.uk/ignl/council_and_democracy/elections_voting/Report_electoral_fraud.aspx
- Security at the count venue including the possibility of a photo ID entry system.

Further to the annual canvass information provided at paragraph 3.8 of the report, Mr Curtis asked the Committee to note that the relatively high number of non-responding properties was due in large part to new and unoccupied developments in the borough. Canvass figures are checked with the council tax and revenues and benefits services to ensure their validity. As a further security measure, all non-responding properties are sent a 'no registered electors' polling card.

The Committee raised a series of questions and concerns about the election, many of which were based on their experience of local elections in 2014 and 2015. Further to the questions and concerns raised by Committee members, Mr Tuckley and Mr Curtis provided information on the following areas:

- Logistics of the count: security, timings, persons permitted to be present at various stages of the verification and count.
- How training for presiding officers was designed to ensure they could deal with various issues which may arise at polling stations including intimidation, voting influence, pressure etc.
- The role of the Returning Officer at the count, including handling pressurised or intimidating situations and interpreting guidance issued by the Electoral Commission on dubious ballot papers.
- Staffing arrangements for the count including contingency plans in case of extended duration, re-counts, etc.

Detective Superintendent Stuart Ryan from the Metropolitan Police was attending the Committee as a guest to provide an update on planning for policing the election. Detective Ryan informed the Committee that his role concerned investigating electoral malpractice allegations for the whole of London. Helen Lewis had been due to attend the Committee to provide information specific to policing at the Tower Hamlets election, but unfortunately could not be present. Detective Ryan informed the Committee that, with regards to the Tower Hamlets election:

- There will be a police presence at every polling place, including Bangladeshi speaking officers where it is felt to be appropriate.

- Officers will have body-worn cameras to record incidents, though will be instructed these should only be in operation outside of polling places, to maintain polling secrecy.
- All police officers will receive a dedicated two-hour election training session. The training is bespoke to Tower Hamlets and has been approved by the Electoral Commission. Count training will also be provided to relevant officers.
- Tower Hamlets police officers will be on service within the count venue, whilst officers from Newham will provide support outside and around the venue.
- The police have been conducting intelligence scanning, including social media scanning.
- A reassurance group has been set up.
- There will be a renewed emphasis on publicising election policing and the outcomes of investigations of electoral malpractice allegations, to improve public confidence. The Chair suggested that the Council could assist with this by publishing outcomes reports on its website, which would complement the Council's communication and engagement strategy for the election.

The Chair thanked Detective Ryan for his contribution and welcomed the joined-up working between the Council and the Metropolitan Police to promote smooth operation of the local elections in 2018.

RESOLVED:

That the Committee:

1. Notes the report.
2. Asks that a briefing note is provided to Committee members on the possible Postal Vote Pilot referred to in the report.

4.3 Pay Policy Statement

Heather Daley, Divisional Director HR and Transformation introduced the report which presented an updated Pay Policy Statement for the Committee's consideration. Ms Daley briefly highlighted the key changes to the Statement from its previous publication, which are as summarised in the covering report.

The Committee asked for further clarification on paragraph 12.4 of the Statement, 'Negotiated Settlements', particularly whether the term 'senior executive' was appropriate and if so, which roles in the Council's workforce would fall within this definition. The Committee felt resolving this query was particularly important as paragraph 12.4 confirmed that the General Purposes Committee has a direct role in approving negotiated settlements. The Chair recommended that the Statement be amended, if necessary, to resolve this issue prior to the submission of the Statement to full Council and suggested any amendments be agreed by the Chief Executive following consultation with

himself, the Divisional Director (HR and Transformation) and the Monitoring Officer.

The Committee expressed some concern with the updated pay multiple calculation (explained at paragraph 3.8 of the covering report) as it confirmed that the multiple has increased on the previous year. The Committee asked that members be provided with a note to explain this increase.

The Committee noted that gender pay information (including the identification of any gender pay gap) did not form part of the Pay Policy Statement. It felt it would be logical to include this information in the Statement. Ms Daley advised she would explore options for combining the Pay Policy Statement with gender pay information.

RESOLVED:

That the Committee:

1. Notes the draft pay policy statement at Appendix 1 of the report;
2. Delegates authority to make minor changes to the Statement prior to its submission to full Council to the Chief Executive, after consultation with the Divisional Director (HR and Transformation), the Chair of the GP Committee and the Monitoring Officer;
3. Agree that if any minor changes to the 2018/19 pay policy statement are required as a result of future government guidance or an updated Local Government Transparency Code, these amendments be delegated to the Chief Executive, after consultation with the Divisional Director (HR and Transformation), the Chair of the GP Committee and the Monitoring Officer. Should any fundamental changes be required, then the pay policy statement will be sent back to the GP Committee for consideration.

4.4 Members' Induction

Asmat Hussain, Corporate Director Governance and Beverley McKenzie, Head of Members Support, introduced the report which outlined the proposed Member Induction Programme for new and returning Members following the May 2018 Council elections. Ms Hussain encouraged feedback from Members on the proposed suite of learning and development opportunities detailed in the report.

Members asked that learning and development sessions are also offered on the following areas:

- Housing options
- Planning enforcement
- Noise complaints
- Personal safety
- Public speaking

- Time management/caseload management.

Members also suggested e-learning modules would be welcome and asked that afternoon sessions are avoided, to prevent conflicts with Members' work commitments.

The Committee suggested that the Councillor Role description may benefit from revision and/or consideration by the Standards Advisory Committee. For example, the Chair questioned if it was right to expect opposition Councillors to promote the Community Plan.

RESOLVED:

That the Committee:

1. Agrees the proposed indicative Member Induction Programme for 2018 as set out in Appendix A, subject to inclusion of the additional suggested areas proposed above.
2. Asks Members from each political group to nominate a link Member, who will liaise as necessary regarding member input to the induction programme.
3. Note the work under way in relation to developing the broader package of support services and the Learning and Development Programme for Members.

4.5 Review of external appointments - Phase 2

Joel West, Senior Committee Officer, introduced the report which, further to the Phase 1 report in October 2017, presented additional information on outside bodies for the Committee's consideration and made proposals for how the current list of outside bodies could be amended or refined to ensure having representation on outside bodies is meeting the Council's objectives.

Mr West summarised the findings of the review so far and drew the Committee's attention to the 12 bodies identified in the report for which Council nominations were recommended to be discontinued. Mr West advised that, since the report had been finalised, a comment had been received from a Councillor that strongly supported continuing representation on one of these bodies, the Ricardo Community Trust.

Several members of the Committee indicated concern that, despite being nominated by the Mayor to represent the Council on outside bodies, they had not received any correspondence from those bodies nor been invited to meetings.

Members indicated that it can be challenging to participate in the work of outside bodies and would benefit from access to advice from officers:

- a) managing tensions in what is perceived to be a dual role: both a Council representative and a serving Board member/trustee etc of the outside body; and
- b) in advance of outside body meetings to discuss the agenda/business and receive policy insight or briefings, if required.

Further to (a) Asmat Hussain, Corporate Director Governance, directed Members to the guidance note included as Appendix B of the report and advised this issue would also be covered in Member Induction training. Further to (b) Ms Hussain advised that Directorates would be requested to identify a Lead officer for each outside body who nominees could approach for support and advice.

The Committee noted that the guidance at Appendix B of the report included a requirement for nominees to report back to the Council and lead member or relevant committee as requested or as necessary and suggested this provision is formalised. It suggested a requirement for regular brief reports to the Mayor or Cabinet which could be included in the Mayor's report on nominations to outside bodies, which is made to the Annual Council Meeting.

With regards to the 12 bodies identified in the report for which Council nominations were recommended to be discontinued, The Committee confirmed it would prefer to maintain nominees to the following four outside bodies:

- Docklands Sailing and Water Sports Centre.
- Mudchute Association (Park and Farm)
- Ricardo Community Foundation (St Clements Hospital)
- Women's Environmental Network

RESOLVED:

That the Committee:

- 1) Notes the further information concerning the current outside bodies included at Appendix A of the report.
- 2) Recommends to the Mayor that the Council should no longer nominate representatives to the following 8 outside bodies:
Billingsgate Market Consultative Advisory Committee; Cultural Industries Development Agency; East London Nursing Society Trust; Greater London Enterprise; Green Candle Dance Company; Merchant Navy Welfare Board; The Henderson Charity; and Women's Library Council.
- 3) Recommends to the Mayor that the process of outside bodies is strengthened by:
 - Provision of guidance and training for nominees on their roles;
 - Identification of a lead officer for each outside body to provide briefings and policy advice to nominees; and

- Development of a framework for nominees to report back to the Council, Cabinet or lead member on the work they have undertaken.

- 4) Notes the revised Guidance for Members Representing the Council on Outside Bodies at Appendix B.

5. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

None.

The meeting ended at 8.50 p.m.

Chair, Councillor Danny Hassell
General Purposes Committee

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<p>Non-Executive Report of the:</p> <p>General Purposes Committee</p> <p>26 March 2018</p>	 <p>TOWER HAMLETS</p>
<p>Report of: Zena Cooke, Corporate Director Resources</p>	<p>Classification: Unrestricted</p>
<p>Update on Chief Officer and Deputy Chief Officer Recruitment Activity - March 2018</p>	

Originating Officer(s)	Jacinta Gasson-Mulcahy Senior Manager Consultancy
Wards affected	(All Wards);

Summary

The Council's senior management team structure has been considered previously by the General Purposes Committee and this report updates Members in relation to interim arrangements and proposals to fill posts on a permanent basis at Chief Officer and Deputy Chief Officer level.

This report:

1. Updates Members regarding the recruitment and/or interim arrangements for a number of Divisional Director posts
2. Notes that arrangements to convene Appointment Sub Committees to appoint to a number of Divisional Director posts on a permanent basis (within a structure already approved by General Purposes Committee) will be needed within the next three to four months
3. Notes the clarifications to the General Purpose Committee's terms of reference as set out in paragraph 3.2 of the report.
4. Notes that the interim arrangements for the posts at paragraph 3.5 of the report have been extended by the Head of Paid Service.

Recommendations:

The General Purposes Committee is recommended to:

1. Note the content of this report.

1. **REASONS FOR THE DECISIONS**

- 1.1 This is a noting report.

2. **ALTERNATIVE OPTIONS**

- 2.1 There are no alternative options.

3. **DETAILS OF REPORT**

- 3.1 Under Paragraph 3.3.10 of Part 3 'Responsibility for Functions' of the Constitution General Purposes Committee is required to determine the criteria for appointment to the Head of Paid Service and other statutory and non-statutory Chief Officers and Deputy Chief Officers; and to establish Appointment Sub Committees to consider such appointments.

- 3.2 In practice, the General Purposes Committee agrees the arrangements for the appointments such as agreeing the selection and shortlisting processes and convening Appointments Committees as needed for appointments to Chief Officer posts; Accordingly paragraph 3.3.10 will be revised to reflect this and state that General Purposes Committee is required to determine the **arrangements** for appointment to the Head of Paid Service and other statutory and non-statutory Chief Officers and Deputy Chief Officers.

- 3.3 Salary packages: The salary packages for the posts are in line with senior management structure which have previously been agreed by General Purposes Committee in line with locally agreed pay scales and, as per the Council's Pay Policy Statement, will be subject to the approval of General Purposes Committee where the salary package is £100,000 or more per annum.

- 3.4 Appointment Sub Committees – Members are asked to note that arrangements to convene an Appointments Sub Committee for the permanent recruitment to the following posts will be required over the next three to four months:

Divisional Director, Children's Social Care

Divisional Director, Public Realm

Divisional Director, Adult Social Care

Divisional Director, Human Resources and Organisational Development

- 3.5 Recruitment and/or interim proposals for a number of Deputy Chief Officer posts: The table below provides an update for Members:

Post	Current status
Divisional Director, Children's Social Care	<p>Currently advertised with a closing date of 19 March 2018.</p> <p>Appointments Sub-Committee shortlist meeting arranged for Thursday 05 April and final interviews Monday 16 April 2018</p>
Divisional Director, Public Realm	<p>This role is currently being covered on an interim basis.</p> <p>Recruitment process to commence shortly with an Appointments Sub Committee to be convened in June 2018.</p>
Divisional Director, Adult Social Care	<p>This role is currently being covered on an interim basis.</p> <p>Recruitment process currently being planned with an Appointments Sub Committee likely to be convened Summer 2018</p>
Divisional Director, HR & OD	<p>Interim arrangements currently being arranged for when post falls vacant April 2018.</p> <p>Interim arrangements to remain in situ until permanent appointee commences.</p> <p>Recruitment process to commence shortly with an Appointments Sub Committee to be convened in June 2018.</p>

The Divisional Director Housing and Regeneration role will continue to be filled on an interim basis while, as previously discussed at General Purposes Committee, the Chief Executive plans future arrangements for the position of Corporate Director, Place.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 This report provides an update on current senior officer vacancies within the Council and seeks committee approval for recruitment plans that are detailed within the body of the report. All of these posts are within the Council's agreed

staffing structure and there are existing general fund budgets set aside to fund the costs associated with them.

- 4.2 The cost of the recruitment will also be contained within existing budgets and as such there are no additional financial implications arising from this report.

5. LEGAL COMMENTS

- 5.1 This report provides an update on Chief Officer and Deputy Chief Officer Recruitment Activity and there are no specific legal implications in relation to this.

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 will be 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

Linked Report

- NONE.

Appendices

- NONE.

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

- NONE

Officer contact details for documents:

- N/A

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