

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

<b>Originating Officer(s)</b>	Jacinta Gasson-Mulcahy Senior Manager Consultancy
<b>Wards affected</b>	(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:

<b>Post</b>	<b>Current status</b>
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.

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### **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