


Decision Report Cover Sheet:  <b>Council</b>  20 March 2024	 <b>TOWER HAMLETS</b>
<b>Report of:</b> (Cover report of Matthew Mannion, Head of Democratic Services)  Main Report of Pat Chen, Acting Director of Workforce, OD and Business Support	<b>Classification:</b> Unrestricted
<b>Cover report of: Statutory Officer Disciplinary Process – consequent Constitution Changes</b>	

<b>Wards affected</b>	All Wards
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## 1. EXECUTIVE SUMMARY

- 1.1 At its meeting on 7 March 2024, the Human Resources Committee considered a report proposing revisions to the Council’s Disciplinary Process for Statutory Officers to bring it into line with updated regulations.
- 1.2 The Committee agreed the report but requested two amendments the first to cover for potential changes to the Director of Workforce, OD and Business Support job title and the second to include the Mayor in consultation processes around disciplinary process.
- 1.3 Those changes will be added to the process document.
- 1.4 It was noted at the Committee meeting that the newly agreed process would also require some consequent changes to the Officer Employment Procedure Rules (Part C, Section 38 of the Constitution). The Committee determined that it was important that these were agreed by Council at the earliest opportunity.
- 1.5 The Constitution change is therefore presented to Council at this meeting for agreement.
- 1.6 It should be noted that the Constitution Working Party will have an opportunity to review these changes in more detail at a later date should they wish.
- 1.7 For information Council is also presented with the report to the Human Resources Committee and the new Statutory Officer Disciplinary Process.

**Recommendations:**

The Council is recommended to:

1. Note the new Statutory Officer Disciplinary Process document presented to the Human Resources Committee attached as Appendix 1 to this cover report.
2. Agree the consequent changes to the Officer Employment Procedure Rules of the Constitution attached as Appendix 2 to this cover report.