


Non-Executive Report of the: General Purposes Committee 25 January 2017	 TOWER HAMLETS
Report of: Will Tuckley, Chief Executive	Classification: Unrestricted
Organisation Structure Implementation	

Originating Officer(s)	Stuart Young – Interim Divisional Director HR & Transformation
Wards affected	All wards

Summary

This report updates Members on the implementation of the new organisational structure. The report provides a timetable for implementing the new structure including recruitment to vacant posts.

Recommendations

The General Purposes Committee is recommended to:

- a) Establish Appointment Sub-Committees as detailed at paragraph 3.5;
- b) Note the change in management reporting for the Communications and Policy, Strategy & Equalities functions as detailed at paragraph 3.6; and
- c) Note the progress in implementing the Council structure.

1. REASONS FOR THE DECISIONS

- 1.1 General Purposes Committee has responsibility for the appointment to Chief/Deputy Chief Officer posts. It is usual practice for the Committee to establish Appointment Sub-Committees to fulfil the recruitment process and to receive a report back.

2. ALTERNATIVE OPTIONS

- 2.1 The organisational structure could be left unchanged but this would not deliver the necessary benefits to deliver the Council's strategic priorities.

3. DETAILS OF REPORT

- 3.1 General Purposes Committee on 14th September 2016 agreed that the new organisation structure should be implemented. Members asked that the CE conduct the process for assimilation and noted that Members would determine appointments for chief officer and deputy chief officer vacant posts.
- 3.2 The CE held assimilation interviews on 16th December 2016. Shazia Hussain was successful in her application as Divisional Director Customer Access. The remaining posts were not appointed to. The other potential candidate was Sean Green who has accepted alternative employment as the Head of IT at the Corporation of London. The CE with Members and a Commissioner also interviewed for the vacant Monitoring Officer duties. Graham White was appointed to cover the role until the permanent job is recruited to.
- 3.3 The remaining vacant posts now require recruitment. A recruitment company has been appointed to co-ordinate advertising, search and testing activities. HR will manage logistics and administration to control costs. 9 posts will be advertised as follow:
- Corporate Director of Place
 - Corporate Director of Governance
 - Divisional Director Community Safety, DAAT & ASB
 - Divisional Director Sports, Leisure, Culture & Youth
 - Divisional Director Growth & Economic Development
 - Divisional Director IT
 - Divisional Director HR & Transformation
 - Divisional Director Legal
 - Divisional Director Housing & Regeneration
- 3.4 It is intended that the Divisional Director for Integrated Health will be a joint appointment with Health colleagues. In order to align a recruitment process it is proposed to delay appointment for a period of 6 months. Management arrangements are in place to cover the duties of this role pending the outcome of discussion with Health.

- 3.5 An indicative timetable for recruiting to these posts is attached at Appendix A. The Committee will consider proportionality for Appointment Sub-Committees elsewhere on the agenda. It is proposed to establish an Appointment Sub-Committee for each recruitment. HR and Democratic Services will liaise with Groups to identify Sub-Committees. Members are asked to note the timetable and the need to adhere to the dates it provides.
- 3.6 The organisation chart is attached at Appendix B. Members are asked to note the reporting line for the Communications; and Strategy, Policy, Equalities & Partnerships teams are amended to the Chief Executive.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 The Chief Finance Officer has been consulted in the preparation of this report. The additional recruitment costs arising from the proposals in this report will be met from the Council's Transformation Reserve.

5. LEGAL COMMENTS

- 5.1 This report asks that the Committee approves the recruitment to the remaining vacant posts in the new corporate management structure.
- 5.2 The Officer Employment Procedure Rules (OEPR) in Part 4.9 of the Constitution specify the Council's rules and procedures applying to both the appointment and dismissal of Chief Officers. The current rules and procedures for appointing to Chief and Deputy Chief Officer posts are set out in sections 5 and 6 of the OEPR
- 5.3 Any person being considered for a new Chief or Deputy Chief Officer role will be subject to an interview process to determine their suitability for the role as required by the appointment process in the OEPR. Further, the recruitment process will support both the Council's obligation to appoint on merit in section 7 of the Local Government and Housing Act 1989 and the Council's obligations under the Equality Act 2010 not to discriminate and to promote equality of opportunity.
- 5.4 When carrying out the reorganisation, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who do not (the public sector equality duty). It must take care not to discriminate or otherwise act unlawfully within the meaning of the Equality Act. A proportionate level of equality analysis is required in order to discharge the Council's duties.

6. ONE TOWER HAMLETS CONSIDERATIONS

- 6.1 The organisational design principles set out in this report will support the One Tower Hamlets objectives.

7. BEST VALUE (BV) IMPLICATIONS

- 7.1 The proposals will add value to the efficiency and effectiveness of the Council. The future staffing organisation will contribute to each of the Best Value Action Plan areas.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 8.1 There are no direct SAGE implications arising from this report.

9. RISK MANAGEMENT IMPLICATIONS

- 9.1 The proposals to be brought forward on staffing will provide a secure foundation for the delivery of the Council's main plans and strategies therefore reducing risk of not realising our planned resident outcomes.

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 10.1 There are no direct Crime and Disorder implications arising from this report.

Linked Reports, Appendices and Background Documents

Linked Report

- None

Appendices

- Appendix A - Recruitment timetable
- Appendix B - Organisation chart

Officer contact details for documents:

- N/A

Appendix A

	Indicative Date (tbc)	Lead
SENIOR RECRUITMENT TIMETABLE FOR VACANT POSITIONS		
Open Evening for potential candidates for all posts	Early Feb	Mayor, Members, CMT
Corporate Director Place		Will Tuckley - Lead Chief Officer, Stuart Young- HR, Penna
Advert	Mon 16/01/17	
Closing date	Mon 20/02/17	
Preliminary interviews – Penna and technical assessor	Fri 10/03/17	
Shortlist meeting Appointment Sub ctte	Wed 22/03/17	
Final Sub-Committee interviews and stakeholder panels	Wed 29/3/17	
Corporate Director Governance		Will Tuckley - Lead Chief Officer, Commissioners, Stuart Young- HR, Penna
Advert	Mon 16/01/17	
Closing date	Mon 13/02/17	
Preliminary interviews – Penna and technical assessor	Mon 27/02/17	
Shortlist meeting Appointment Sub ctte	Wed 15/03/17	
Final Sub-Committee interviews and stakeholder panels	Mon 20/3/17	
DD Community Safety, DAAT & ASB		Denise Radley - Lead CO, Jacinta Gasson Mulcahy- HR, Penna
Advert	Mon 23/01/17	
Closing date	Mon 27/02/17	
Preliminary interviews – Penna and technical assessor	Fri 17/03/17	
Shortlist meeting Appointment Sub ctte	Tues 28/03/17	
Final Sub-Committee interviews and stakeholder panels	Thu 13/04/17	
DD Sports, Leisure, Culture & Youth		Debbie Jones - Lead CO, Jacinta Gasson Mulcahy- HR, Penna
Advert	Mon 23/01/17	
Closing date	Mon 27/02/17	
Preliminary interviews – Penna and technical assessor	Fri 17/03/17	
Shortlist meeting Appointment Sub ctte	Tues 28/03/17	
Final Sub-Committee interviews and stakeholder panels	Thu 13/04/17	
DD IT		Zena Cooke- Lead CO, Mark Keeble- HR, Penna
Advert	Mon 23/01/17	

Closing date	Mon 27/02/17	
Preliminary interviews – Penna and technical assessor	Fri 17/03/17	
Shortlist meeting Appointment Sub ctte	Tues 28/03/17	
Final Sub-Committee interviews and stakeholder panels	Thu 13/04/17	
DD Growth & Economic Development		Will Tuckley/Aman Dalvi- Lead CO, Catriona Hunt- HR, Penna
Advert	Mon 30/01/17	
Closing date	Mon 06/03/17	
Preliminary interviews – Penna and technical assessor	Fri 31/03/17	
Shortlist meeting Appointment Sub ctte	Mon 10/04/17	
Final Sub-Committee interviews and stakeholder panels	Fri 28/4/17	
DD HR & Transformation		Zena Cooke- Lead CO, Jacinta Gasson- Mulcahy- HR, Penna
Advert	Mon 30/01/17	
Closing date	Mon 06/03/17	
Preliminary interviews – Penna and technical assessor	Fri 31/03/17	
Shortlist meeting Appointment Sub ctte	Mon 10/04/17	
Final Sub-Committee interviews and stakeholder panels	Fri 28/4/17	
DD Legal		Will Tuckley/Graham White- Lead CO, Catriona Hunt- HR, Penna
Advert	Mon 30/01/17	
Closing date	Mon 06/03/17	
Preliminary interviews – Penna and technical assessor	Fri 31/03/17	
Shortlist meeting Appointment Sub Ctte	Mon 10/04/17	
Final Sub-Committee interviews and stakeholder panels	Fri 28/4/17	
DD Housing & Regeneration		Will Tuckley/Aman Dalvi- Lead CO, Catriona Hunt- HR, Penna
Advert	Mon 30/01/17	
Closing date	Mon 06/03/17	
Preliminary interviews – Penna and technical assessor	Fri 31/03/17	
Shortlist meeting Appointment Sub ctte	Mon 10/04/17	
Final Sub-Committee interviews and stakeholder panels	Fri 28/4/17	

Appendix B

