

Human Resources Committee

**Tuesday, 28 November 2023 at 6.30 p.m.
Committee Room - Tower Hamlets Town Hall,
160 Whitechapel Road, London E1 1BJ**

Supplemental Agenda

4 .2 Update on Senior Recruitment (Pages 3 - 6)


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| Non-Executive Report of the: Human Resources Committee 28 November 2023 |  |
| Report of: Director of Director of Workforce, OD & Business Support | Classification: Unrestricted |
| Update on Senior Recruitment | |

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| Originating Officer(s) | Pat Chen, Acting Director of Workforce, OD & Business Support |
| Wards affected | None |

Executive Summary

This report updates Members on recruitment to senior posts.

Recommendations:

The Human Resources Committee is recommended to:

1. Note the current position on the recruitment to senior management vacancies and any interim arrangements in place.

1. REASONS FOR THE DECISIONS

- 1.1 The Human Resources 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 regular progress reports.
- 1.3 Section 5.2 of the Officer Employment Procedure Rules states the engagement of Chief Officers, to permanent positions or interim positions of over three (3) months, will be through the normal recruitment process overseen by the Human Resources Committee.

2. DETAILS OF THE REPORT

2.1 Background

Human Resources Committee received an update in September 2023. This report sets out the current status of recruitment to vacant senior roles in the corporate structure.

2.2 Senior Management vacancies and progress of recruitment

The detail of the progress on the recruitment to senior roles is set out in the table below. This also includes any interim arrangements.

| Job title | Current arrangements | Comments |
|--|--|---|
| Director of Finance (Deputy S 151) | Interim cover arrangements in place – John Harrison | Abdulrazak Kassim starting on 2 January 2024 |
| Corporate Director Housing and Regeneration | Interim cover arrangements in place – Paul Patterson | Recruitment in progress Final interview 14/12/23 |
| Corporate Director Communities | Interim cover arrangements in place – Raj Mistry | Recruitment in progress Final interview 4/12/23 |
| Corporate Director Children's Services (DCS) | Postholder leaving in November (James Thomas) | Recruitment in progress Final interview 27/11/23 |
| Director Public Realm | Interim cover arrangements in place – Simon Baxter | Recruitment in progress Final interview 18/12/23 |
| Director Planning & Building Control | Interim cover arrangements in place – David Williams | Recruitment in progress Final interview 16/1/24 |
| Director Culture | New post – Interim cover arrangements being explored | Recruitment in progress Final interview 8/1/24 |
| Director Commissioning and Youth | New post – temporarily covered by Layla Richards | Recruitment in progress Final interview 12/1/24 |
| Director Property and Major Programmes | Interim cover arrangements in place – Kamran Rashid | Post and structure being reviewed |
| Director Growth and Economic Delivery | Interim cover arrangements in place – Ellie Kershaw | Post and structure being reviewed |

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| Director Customer Services | Interim cover arrangements in place – Leah Sykes | Post and structure being reviewed |
| Director Strategy Improvement & Transformation | Interim cover arrangements in place - Robin Beattie | Post and structure being reviewed |
| Director of Workforce, OD & Business Support | Interim cover arrangements in place - Pat Chen | Post and structure being reviewed |
| Director of IT | Postholder (Adrian Gorst) has resigned | Post and structure being reviewed |

3. EQUALITIES IMPLICATIONS

The Council is committed to equalities and such considerations will be part of the recruitment process and informs the procurement process. All posts are recruited to on merit. Recruitment to the vacancies will be carried out in accordance with the Council’s procedures.

4. OTHER STATUTORY IMPLICATIONS

4.1 This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:

- Best Value Implications,
- Consultations,
- Environmental (including air quality),
- Risk Management, • Crime Reduction,
- Safeguarding.

4.2 Recruitment to the senior management structure enables the Council to deliver excellent services for residents and deliver the associated financial saving.

4.3 Risks associated with recruitment will be mitigated by the engagement of specialised recruitment adviser(s) to work with us on the identification of suitable candidates.

4.4 The roles are all member appointments and an Appointments Sub-Committee has been set up for each role. Some roles may also involve wider engagement

of members, external stakeholders, and internal staff during the selection process.

4.5 There are no other specific implications arising from this report.

5. COMMENTS OF THE CHIEF FINANCE OFFICER

5.1 The posts are part of the agreed core management team structure and sufficient base budget funding will be set aside to meet the cost associated with these posts.

6. COMMENTS OF LEGAL SERVICES

6.1 This report provides an update on Chief Officer recruitment activity and there are no legal implications in relation to this.

Linked Reports, Appendices and Background Documents

Linked Report

- none

Appendices

- none

Officer contact details for documents:

- Pat Chen – pat.chen@towerhamlets.gov.uk
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