

Human Resources Committee

Agenda

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

Members:

Chair: Councillor Bellal Uddin

Vice Chair: Councillor Maium Talukdar

Councillor Kabir Ahmed, Councillor Saied Ahmed, Councillor Sabina Khan, Councillor Abdal Ullah and Councillor Ayas Miah

Substitutes: Councillor Rachel Blake, Councillor Gulam Kibria Choudhury, Councillor Iqbal Hossain, Councillor Shahaveer Shubo Hussain, Councillor Abdul Wahid and Councillor Faroque Ahmed

[The quorum for this body is 3 voting Members]

Contact for further enquiries:

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020 7364 4854

<https://democracy.towerhamlets.gov.uk/>



Public Information

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A Guide to Human Resources Committee

The Committee is responsible non-executive human resources (HR) and personnel issues such as recruitment of chief officers and employee appeals against dismissal.

Public Engagement

Meetings of the committee are open to the public to attend, and a timetable for meeting dates and deadlines can be found on the council's website.

London Borough of Tower Hamlets

Human Resources Committee

Tuesday, 28 November 2023

6.30 p.m.

APOLOGIES FOR ABSENCE

1. DECLARATIONS OF INTERESTS (PAGES 7 - 8)

Members are reminded to consider the categories of interest in the Code of Conduct for Members to determine whether they have an interest in any agenda item and any action they should take. For further details, please see the attached note from the Monitoring Officer.

Members are reminded to declare the nature of the interest and the agenda item it relates to. Please note that ultimately it's the Members' responsibility to declare any interests and to update their register of interest form as required by the Code.

If in doubt as to the nature of your interest, you are advised to seek advice prior to the meeting by contacting the Monitoring Officer or Democratic Services

2. MINUTES (PAGES 9 - 12)

To agree the unrestricted minutes of the Human Resources Committee meeting held on 14 September 2023.

3. WORK PLAN (PAGES 13 - 18)

To review the Committee's work plan for the current municipal year.

4. REPORTS FOR CONSIDERATION

4.1 Employee Relations Casework Policy Update 23/24 Q2 (Pages 19 - 26)

4.2 Update on Senior Recruitment (Pages 27 - 30)

5. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

6. Employee Relations Casework and Policy Quarterly Review

7. 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.

8. EXEMPT MINUTES

To agree the exempt minutes of the General Purposes Committee meeting held on

Next Meeting of the Human Resources Committee

Tuesday, 20 February 2024 at 6.30 p.m. to be held in Committee Room - Tower Hamlets Town Hall, 160 Whitechapel Road, London E1 1BJ



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Agenda Item 1

DECLARATIONS OF INTERESTS AT MEETINGS– NOTE FROM THE MONITORING OFFICER

This note is for guidance only. For further details please consult the Code of Conduct for Members at Part C, Section 31 of the Council's Constitution

(i) Disclosable Pecuniary Interests (DPI)

You have a DPI in any item of business on the agenda where it relates to the categories listed in **Appendix A** to this guidance. Please note that a DPI includes: (i) Your own relevant interests; (ii) Those of your spouse or civil partner; (iii) A person with whom the Member is living as husband/wife/civil partners. Other individuals, e.g. Children, siblings and flatmates do not need to be considered. Failure to disclose or register a DPI (within 28 days) is a criminal offence.

Members with a DPI, (unless granted a dispensation) must not seek to improperly influence the decision, must declare the nature of the interest and leave the meeting room (including the public gallery) during the consideration and decision on the item – unless exercising their right to address the Committee.

DPI Dispensations and Sensitive Interests. In certain circumstances, Members may make a request to the Monitoring Officer for a dispensation or for an interest to be treated as sensitive.

(ii) Non - DPI Interests that the Council has decided should be registered – (Non - DPIs)

You will have 'Non DPI Interest' in any item on the agenda, where it relates to (i) the offer of gifts or hospitality, (with an estimated value of at least £25) (ii) Council Appointments or nominations to bodies (iii) Membership of any body exercising a function of a public nature, a charitable purpose or aimed at influencing public opinion.

Members must declare the nature of the interest, but may stay in the meeting room and participate in the consideration of the matter and vote on it **unless:**

- A reasonable person would think that your interest is so significant that it would be likely to impair your judgement of the public interest. **If so, you must withdraw and take no part in the consideration or discussion of the matter.**

(iii) Declarations of Interests not included in the Register of Members' Interest.

Occasions may arise where a matter under consideration would, or would be likely to, **affect the wellbeing of you, your family, or close associate(s) more than it would anyone else living in the local area** but which is not required to be included in the Register of Members' Interests. In such matters, Members must consider the information set out in paragraph (ii) above regarding Non DPI - interests and apply the test, set out in this paragraph.

Guidance on Predetermination and Bias

Member's attention is drawn to the guidance on predetermination and bias, particularly the need to consider the merits of the case with an open mind, as set out in the Planning and Licensing Codes of Conduct, (Part C, Section 34 and 35 of the Constitution). For further advice on the possibility of bias or predetermination, you are advised to seek advice prior to the meeting.

Section 106 of the Local Government Finance Act, 1992 - Declarations which restrict Members in Council Tax arrears, for at least a two months from voting

In such circumstances the member may not vote on any reports and motions with respect to the matter.

Further Advice contact: Janet Fasan, Monitoring Officer, Tel: 0207 364 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	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. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	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— (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged.
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	Any tenancy where (to the Member's knowledge)— (a) the landlord is the relevant authority; and (b) the tenant is a body in which the relevant person has a beneficial interest.
Securities	Any beneficial interest in securities of a body where— (a) that body (to the Member's knowledge) has a place of business or land in the area of the relevant authority; and (b) either— (i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or (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.

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE HUMAN RESOURCES COMMITTEE

HELD AT 6.30 P.M. ON THURSDAY, 14 SEPTEMBER 2023

**COMMITTEE ROOM - TOWER HAMLETS TOWN HALL, 160 WHITECHAPEL
ROAD, LONDON E1 1BJ**

Members Present in Person:

Councillor Bellal Uddin (Chair

Councillor Kabir Ahmed -(Cabinet Member for Regeneration, Inclusive
Development and Housebuilding)

Councillor Saied Ahmed -(Cabinet Member for Resources and the Cost of
Living)

Councillor Abdul Ullah

Other Councillors In Attendance Virtually:

Councillor Ayas Miah

Councillor Sabina Khan

Officers Present in Person:

Musrat Zaman -(Director, Workforce, OD and Business
Support Services)

Pat Chen -(Head of Human Resources)

Carole Bowes -(Employment Lawyer, Legal Services,
Directorate Law, Probity and Governance)

Justina Bridgeman -(Democratic Services Officer, (Committees))

Apologies:

Councillor Maium Talukdar

1. DECLARATIONS OF INTERESTS

There were no declarations of pecuniary interests.

2. MINUTES OF PREVIOUS MEETING

The minutes of the Committee meeting held on 12 June 2023 were approved as a correct record of proceedings.

Amendment

Councillor Saied Ahmed requested an additional line in the last paragraph within item 4.2 of the minutes to now read:

“Agree the terms of reference and procedure rules for the Employee Appeal Sub Committee for the remainder of the municipal year 2023/24 as set out in the tabled papers, subject to an additional clause to specify that the membership be politically balanced, based on proportionality and group leaders to appoint members to the committee”.

RESOLVED that

1. An addition be added to the minutes of the terms of reference.

3. WORK PLAN

RESOLVED:

1. That the work plan be noted.

4. REPORTS FOR CONSIDERATION

4.1 Employee Relations Casework and Policy Quarterly Review

Pat Chen, Head of HR, gave the Committee an overview of the employee relations casework from 1 April 2023 to 30 June 2023. The increase in ER cases for this quarter were most likely related to greater attention given from specific business partners, although there were no significant rises within specific categories.

Further to questions from the committee, Pat Chen:

- Clarified that the report related to dates prior to the structure change in quarter 1. Details will be amended in quarter 3 to reflect the transition.
- Agreed to include data which accurately portrays the stages of resolution.
- Confirmed that grievance cases reported are evenly spread with regard to colleagues, management and terms and conditions. Equalities

analysis is ongoing to establish the underlying cause of line management complaints. Flexible working complaints are generally recorded if decisions are appealed. Full details of all grievance decisions including a trend line of numbers and a comparison of the previous quarter be submitted to the Committee

- Noted that many of the grievances are collective and are dealt with in the same manner individual ones are. A collective grievance was made by members of the homelessness service, and an external investigator commissioned by HR was appointed.

RESOLVED that:

1. Full details of all stages of complaint resolution and grievance decisions including a trend line of numbers and a comparison of the previous quarter be submitted to the Committee.
2. The report be noted.

4.2 Update on Senior Recruitment

Reasons for urgency were noted and agreed.

Musrat Zaman, Director, Workforce, OD and Business Support Services, introduced the report which outlined the current senior recruitment positions to senior management vacancies and the interim arrangements in place.

Following the report, Committee members requested officers encourage staff within the organisation to pursue senior management positions, alongside utilising agencies to ensure that the workforce reflect the community.

RESOLVED that:

1. The report on the current position on the recruitment to senior management vacancies be noted.

5. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

None.

6. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED

1. That in accordance with 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 on the grounds that the remaining agenda item contained information defined as exempt or confidential in Part 1 of Schedule 12A to the Local Government Act 1972.

7. EXEMPT MINUTES

The exempt minutes of the General Purposes Committee meeting held on
were agreed as a correct record.

The meeting ended at 7.20 p.m.

Chair, Councillor Bellal Uddin

Human Resources Committee



HUMAN RESOURCES COMMITTEE WORK PLAN and ACTION LIST 2023/24

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Agenda Item 3

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HUMAN RESOURCES COMMITTEE WORK PLAN 2023/24

ACTIONS LIST

Action number	Title	Action Owner	Originating Meeting/Item	Due Date / Comment
1.	Interim and Acting Up Arrangements	Musrat Zaman, Dir Workforce, OD and Business Support	GPC February 2023	From General Purposes Committee 22-23 work plan. To report on all interim and acting up arrangements in senior officer roles.

N.B. once concluded - actions should remain on the list marked 'complete' for the remainder of the municipal year.

HUMAN RESOURCES COMMITTEE WORK PLAN 2023/24

12 JUNE 2023

REPORT TITLE	BRIEF SUMMARY	LEAD OFFICER	OTHER CTTEE MEETINGS
1. Employee Relations Casework Policy Annual Report 22/23	An update on the Employee Relations Casework Policy Annual Report	Musrat Zaman Director of Workforce, OD and Business Support	
2. Annual Employee Relations Casework report Quarter 4	An update on the Employee Relations Casework Policy Annual Report	Musrat Zaman Director of Workforce, OD and Business Support	
3. Update on Senior Recruitment (including acting up and interim arrangements).	An update on Tower Hamlet Senior Recruitment	Musrat Zaman Director of Workforce, OD and Business Support	
4. Annual administrative reports	Including noting terms of reference, membership and establishment of appointments sub committee.	Matthew Mannion, Head of Democratic Services	

HUMAN RESOURCES COMMITTEE WORK PLAN 2023/24

14 SEPTEMBER 2023			
REPORT TITLE	BRIEF SUMMARY	LEAD OFFICER	OTHER CTTEE MEETINGS
1. Employee Relations Casework and Policy Quarterly Review	An update on the Employee Relations Casework Policy Quarterly Report	Musrat Zaman, Director of Workforce, OD and Business Support	
2. Update on Senior Recruitment	An update on Tower Hamlet Senior Recruitment	Musrat Zaman, Director of Workforce, OD and Business Support	

HUMAN RESOURCES COMMITTEE WORK PLAN 2023/24

28 NOVEMBER 2023			
REPORT TITLE	BRIEF SUMMARY	LEAD OFFICER	OTHER CTTEE MEETINGS
1. Employee Relations Casework and Policy Quarterly Review	An update on the Employee Relations Casework Policy Quarterly Report	Musrat Zaman, Director of Workforce, OD and Business Support	
2. Update on senior recruitment	To note recruitment activity for senior officer posts.	Musrat Zaman, Director of Workforce, OD and Business Support	

HUMAN RESOURCES COMMITTEE WORK PLAN 2023/24

20 FEBRUARY 2024			
REPORT TITLE	BRIEF SUMMARY	LEAD OFFICER	OTHER CTTEE MEETINGS
1. Update on senior recruitment	To note recruitment activity for senior officer posts.	Musrat Zaman, Director of Workforce, OD and Business Support	
2. Employee Relations Casework and Policy Quarterly Review	An update on the Employee Relations Casework Policy Quarterly Report	Musrat Zaman, Director of Workforce, OD and Business Support	

<p>Non-Executive Report of the:</p> <p>Human Resources Committee</p> <p>28 November 2023</p>	 <p>TOWER HAMLETS</p>
<p>Report of: Pat Chen, Acting Director Workforce, OD & Business Support</p>	<p>Classification: Unrestricted</p>
<p>Q2 report on ER casework and policy (July – September 2023)</p>	

Originating Officer(s)	Gail Simpson, Policy & Projects Manager
Wards affected	None

1. Executive Summary

1.1. The attached report is to update the HR Committee on the level and management of employee relations casework and policy within the Council, highlighting progress made. This report is for the period 1 July 2023 to 30 September 2023.

2. Recommendations:

The HR Committee is recommended to:

2.1 Note the report.

Officer contact details for documents:

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

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Employee Relations Quarterly Report on Casework and Policy Development

Q2 2023/24 (1 July 2023 to 30 September 2023)



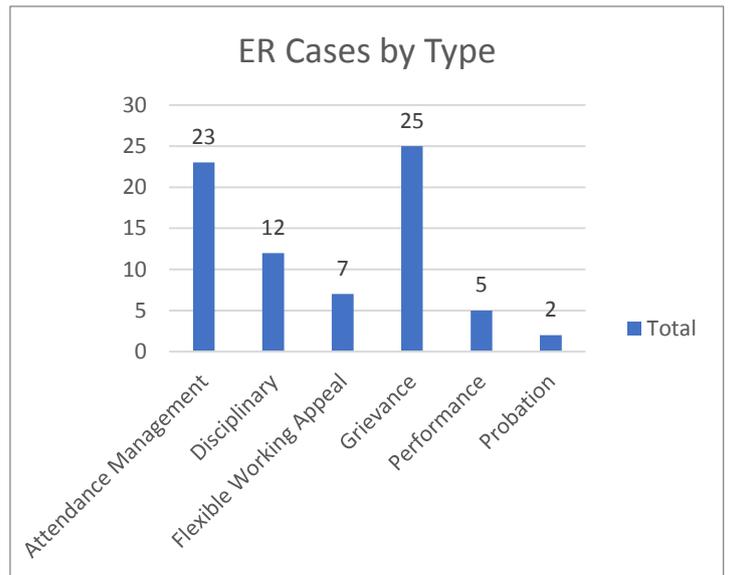
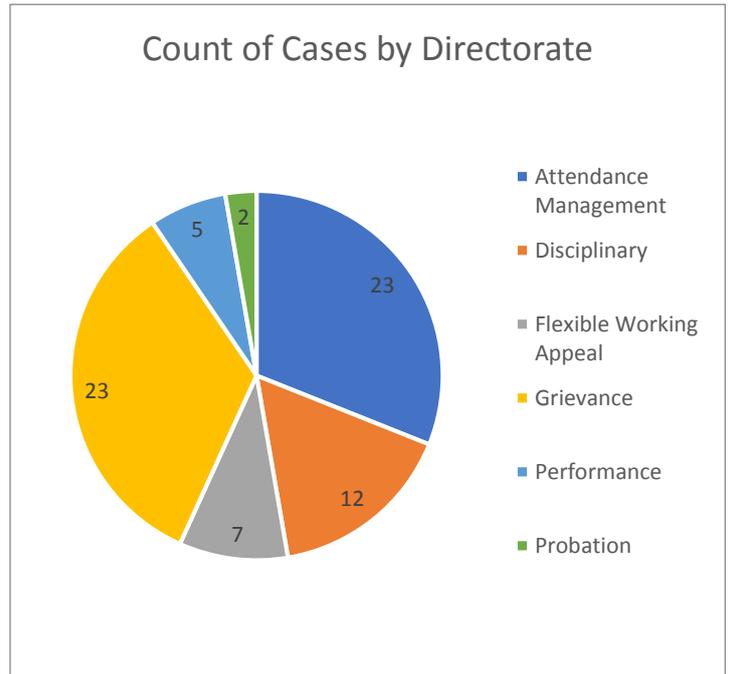
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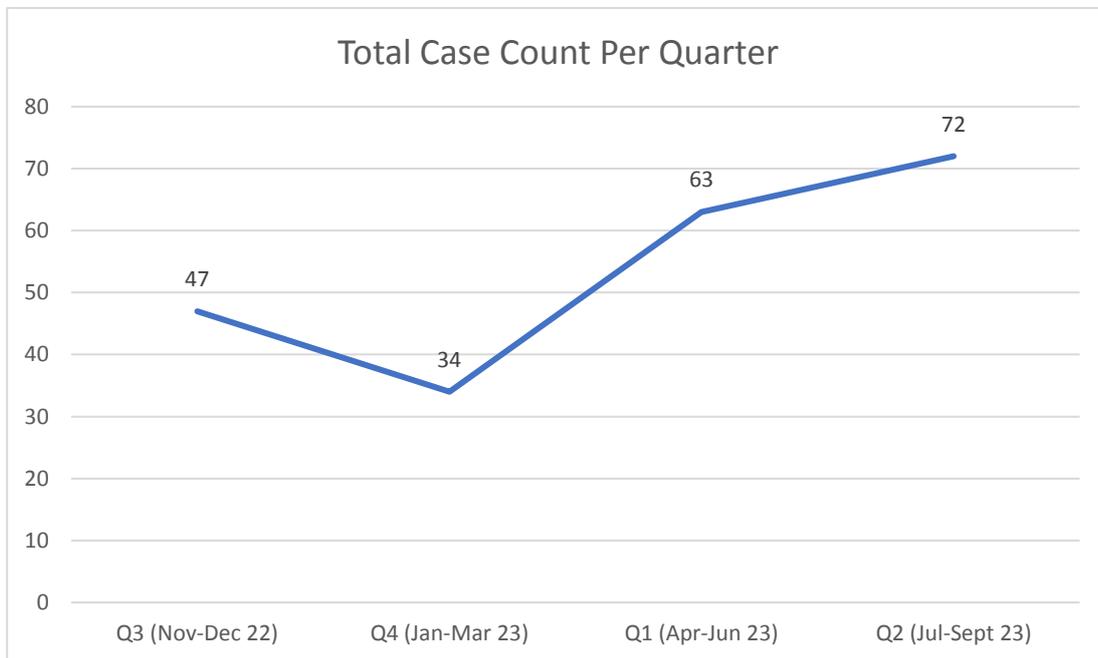
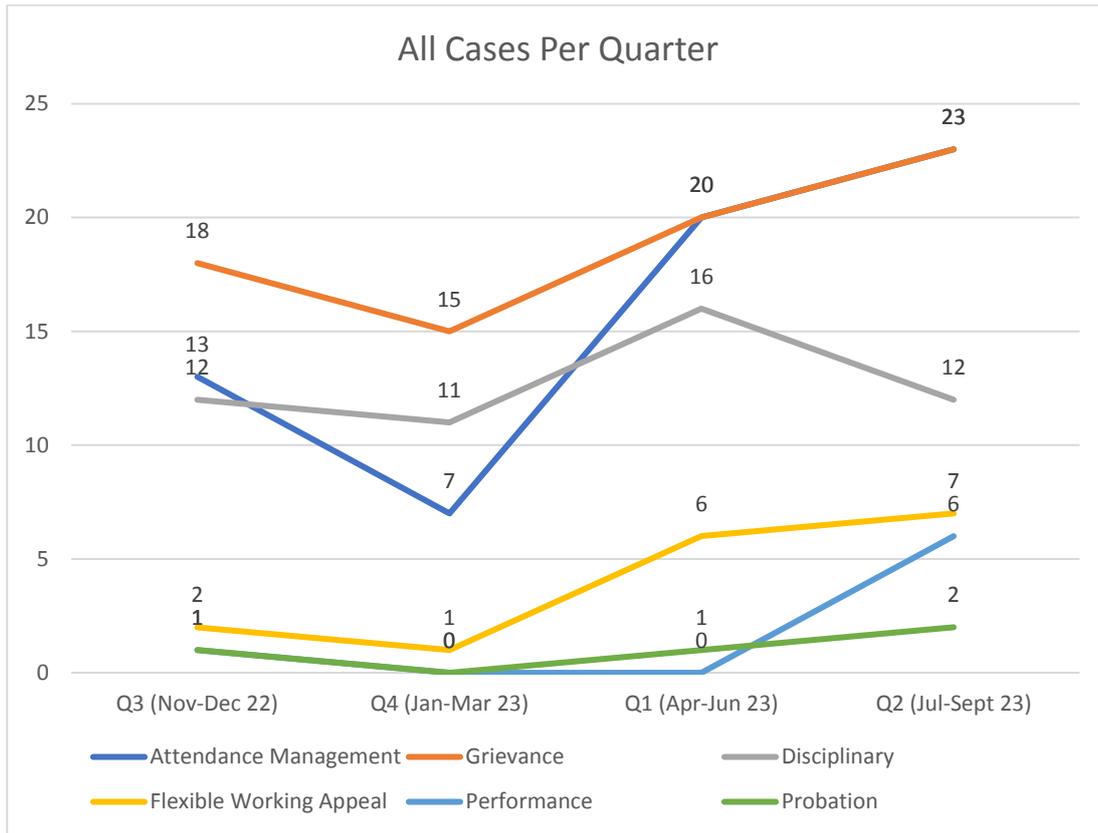
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3. Policy Development	6

Employee Relations

1. Dashboard

Row Labels	Count of Case Type
Chief Executive's Office	5
Attendance Management	1
Disciplinary	1
Grievance	3
Children & Culture Services	21
Attendance Management	8
Disciplinary	1
Flexible Working Appeal	5
Grievance	5
Performance	2
Children's Services	1
Probation	1
Communities	1
Attendance Management	1
Health, Adults & Community	7
Attendance Management	1
Disciplinary	1
Grievance	5
Performance	2
Housing and Regeneration	2
Flexible Working Appeal	1
Probation	1
Place	21
Attendance Management	7
Disciplinary	7
Grievance	7
Resources	12
Attendance Management	5
Disciplinary	2
Flexible Working Appeal	1
Grievance	3
Performance	1
Grand Total	72





2. Summary of Key Quarter 2 Casework Data (1 Jul 2023 to 30 Sept 2023)

- 2.1 There were 72 cases handled in total in this period (9 more than the total for Quarter 1). At the end of the period, 36 cases were open and 35 had been closed by 30 September 2023.
- 2.2 There is an increasing trend in the number of cases being managed over the period. This is largely due to the increase in attendance management cases, particularly in Waste Service and Contract Services. Historically, these areas have not been well managed and have high levels of sickness absence so we have been working closely with managers to address this.
- 2.3. Looking overall at cases by type, attendance management and grievances were the highest (23 attendance management and 23 grievances). There were also 12 disciplinaries, 7 flexible working appeals, 5 performance cases, and 2 probation cases. The attendance management cases account for the greatest increase since Q4 22-23.
- 2.4. Of the 23 grievances (2 collective and 21 individual), 6 grievances relate to concerns about line managers, 9 relate to complaints about other colleagues, 4 relate to verbal abuse/inappropriate behaviour, 3 relate to terms and conditions, and 1 relates to sexual harassment. Of the 23 grievances, 16 were opened before Q2 (1 July 2023).
- 2.5. Of the 12 disciplinaries, 2 were alleged misconduct cases, 10 were gross misconduct cases. 7 cases were in Place and the rest spread across other Directorates. 6 disciplinaries were still open at the end of the reporting period. 3 disciplinaries cases were closed. Of those 6 closed there was 1 dismissal, 2 first warnings, 1 was upheld and 1 case was resolved informally.
- 2.6. 90% of the cases were closed well within the target benchmark of 120 days to close a case from its receipt to a final outcome. The benchmark of 120 days is a reasonable and realistic timeframe for a council, where complex cases are the norm and thorough investigations undertaken by independent in-house investigators are time consuming. 35 cases were closed in this period, and the average length of time to resolve the cases was 120.9 calendar days.
- 2.7. 2 cases involved suspension, related to potential gross misconduct. The 2 suspensions were in Place.
- 2.8. In addition to support for formal cases the HR team also deal with informal queries that come through the corporate in boxes and many cases are handled informally with the guidance of HR.
- 2.9. For this period, there were 21 live ET cases. The legal department report on this separately at the Statutory Officers meeting. A review of ET cases is taking place to establish if any can be resolved without the need for a tribunal hearing.
- 2.10. Equalities data is reported annually.

3. Policy Development

- 3.3. The Job Evaluation Policy is currently under review with the trade unions. The revised policy will reflect the use of a new automated job evaluation system, called Compensate, which is approved by the GLPC. The new process involves a joint panel with HR and the trade unions and will invite managers to answer questions to enable an accurate assessment of each grade factor. The local conventions are also being reviewed with the trade unions. Having a centralised system of job evaluation data will enable the Council to build a body of data that can be monitored, reported on and give oversight on the consistency of evaluations for each grade. It will also mean that we have accurate data to ensure that we have equal pay for jobs of equal value. As part of this exercise, we are also consulting with the trade unions about how we can implement Grade N. This is a grade that is not currently used as it has no evaluation points allocated to it but it is needed to address some anomalies in pay arising out of the change to the grade structure in 2020 and to reward staff that have taken on additional responsibilities.
- 3.4. Paternity Leave Procedure: the paternity leave provision used to be part of the Maternity Policy. This is now a stand-alone Paternity Leave Procedure to assist staff locating details regarding this specific provision. There is no change to the entitlement. Staff are entitled to have 2 weeks paid leave following the birth of a child. The policy also incorporates entitlements in respect of adoption leave and babies born through surrogacy.
- 3.5. Supporting staff following miscarriage: The Policy team were asked to produce guidance on miscarriage. This is currently in the consultation stage with the trade unions and staff networks.
- 3.6. Special Leave Policy: This now contains a new clause which addresses the need for leave that is related miscarriage. A member of staff can be granted one week's paid leave on compassionate grounds. Additionally, leave for Justices of the Peace (magistrates) has been reworded to clarify that magistrates are required to be in court for 13 days each year.
- 3.7. Maternity Leave: There has been amendment to the Procedure for clause 13.3 to include new mothers expressing breast milk. Additionally, there is a new FAQ in the maternity leave FAQ section on the Bridge to specifically cite breastfeeding and expressing and the support available for staff. Maternity leave (towerhamlets.gov.uk)
- 3.8. Work is ongoing on automating the People Resourcing Board forms.
- 3.9. Following recent audit reports, the DBS and DOI Policy and processes have been subject to review.

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	

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

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
-