

**LONDON BOROUGH OF TOWER HAMLETS**

**MINUTES OF THE HUMAN RESOURCES COMMITTEE**

**HELD AT 6.30 P.M. ON WEDNESDAY, 29 JANUARY 2014**

**ROOM MP702, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE  
CRESCENT, LONDON, E14 2BG**

**Members Present:**

Councillor Carlo Gibbs (Chair)

Councillor John Pierce  
Councillor Alibor Choudhury  
Councillor Gloria Thienel  
Councillor David Edgar

**Other Councillors Present:**

**Officers Present:**

Simon Kilbey – (Service Head, Human Resources and Workforce  
Development)  
Meic Sullivan-Gould – (Interim Monitoring Officer)

**Apologies:**

Councillor Shiria Khatun and Councillor  
Oliur Rahman

Evelyn Akoto – (Committee Officer)

**1. APOLOGIES FOR ABSENCE**

Due to a quoracy issue with another Committee, that needed the presence of Councillor Choudhury. The Chair of Human Resources Committee agreed to open the Committee meeting at 6.30pm and adjourn for 30 minutes.

Human Resources was re-convened at 7pm.

Apologies for absence were received from Councillor Oliur Rahman and Shiria Khatun.

The Chair asked all attendees to introduce themselves. In introducing himself the interim Monitoring Officer, Meic Sullivan-Gould, gave an account of his recent career history and his area of responsibility within the Council.

## **2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST**

There were no declaration of disclosable pecuniary interest

## **3. UNRESTRICTED MINUTES**

### **RESOLVED**

That the unrestricted minutes of the meeting of the Human Resources Committee held on 20 June and 13 November 2013 be agreed and signed by the Chair, as a correct record of the proceedings.

## **4. REPORTS OF CORPORATE DIRECTOR, RESOURCES**

### **4.1 Quarterly Report - New Starters**

Simon Kilbey, Service Head (Human Resources & Workforce Development) gave an update on new starters within the Council for 2013-14. He stated that the report also provided information relating to schemes such as internship, trainees and apprenticeships. He continued that the Council had a healthy level of recruitment, and opportunities still existed for promotion and new appointments.

Members queried why the new starter report was submitted to every meeting. Simon Kilbey replied that the Human Resources Committee at its 29th February 2012 meeting requested a regular report providing quarterly details of new starters and breakdown by equality strands.

Members discussed the importance of receiving such information and agreed that the Committee should continue to receive the quarterly report.

### **RESOLVED**

That the Committee note the report.

### **4.2 Redundancy Payments**

At the request of the Chair, Simon Kilbey, Service Head (Human Resources and Workforce Development) presented the report. He elaborated on the background to the report and the current request for confirmation from the Trade and Teacher's union on the Council's redundancy terms, and whether the discretionary severance element was contractual. This had been prompted by TUPE issues and the current financial constraints faced by Local Government.

He also talked about discussions held between Agilisys and its staff regarding early exist, and on the potential financial packages they could receive. The Council was concerned at this process and had stated that unless redundancies were voluntary it would not agree any financial package.

The Committee had an extensive discussion regarding the discretionary element of redundancy payments and whether the current usage of the redundancy package was consistent with the Committee's original decision in 2006.

Members also queried the level of payments made to staff, in particular, reference was made to Appendix 1. Members enquired whether staff were always given the maximum payment. Officers confirmed that staff received a variety of payments.

In response to questions, officers gave the following responses:

- Based upon advice by Counsel, the Council had now accepted that the discretionary severance element of the redundancy scheme was now a contractual entitlement by virtue of custom and practice. The Council therefore now wanted to enforce the discretionary element of the scheme, allowing it to be able to exercise that flexibility.
- There had been no changes to the redundancy policy since 2006, most likely because there were no pressing reasons to do so. However it was likely that further financial constraints from Central Government expected in the coming years, would prompt a review of all previous arrangements.
- It was possible for Members to make changes to the Council's redundancy terms, but a strong business reason would have to be outlined and a formal consultation process required.

Members felt that the scheme was still ambiguous in parts. Simon Kilbey stated that the Corporate Management Team was currently reviewing the terms of the scheme and that there was on-going internal discussion on this matter.

### **RESOLVED**

That the Committee note the report.

#### **5. EXCLUSION OF THE PRESS AND PUBLIC**

A motion to exclude the public and press was passed in the unrestricted party of the proceedings.

#### **6. RESTRICTED MINUTES**

The Committee considered this item in closed session. Refer to part 2 minutes

7. **ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT**
8. **IMPLEMENTATION OF CHIEF EXECUTIVE RE-ORGANISATION  
:DIRECTORATE OF LAW, PROBITY AND GOVERNANCE**

The Committee considered this item in closed session. Please refer to Part 2 minutes.

The meeting ended at 8.15 p.m.

Chair, Councillor Carlo Gibbs  
Human Resources Committee