

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE HUMAN RESOURCES COMMITTEE

HELD AT 6.30 P.M. ON WEDNESDAY, 13 NOVEMBER 2013

**COMMITTEE ROOM 1, 1ST FLOOR, TOWN HALL, MULBERRY PLACE, 5
CLOVE CRESCENT, LONDON, E14 2BG**

Members Present:

Councillor Carlo Gibbs (Chair)
Councillor David Edgar (Vice-Chair)
Councillor Alibor Choudhury (Cabinet Member for Resources)
Councillor Shiria Khatun
Councillor John Pierce
Councillor Gloria Thienel

Other Councillors Present:

Officers Present:

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Evelyn Akoto – (Committee Officer)

- 1. APOLOGIES FOR ABSENCE**
- 2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST**
- 3. UNRESTRICTED MINUTES**
- 4. REPORTS OF CORPORATE DIRECTOR, RESOURCES**
 - 4.1 New Starters-Quarterly Report**
- 5. EXCLUSION OF THE PRESS AND PUBLIC**

6. EXEMPT/ CONFIDENTIAL MINUTES

The restricted minutes of the meeting held on 22nd and 29th July 2013 were tabled at the meeting.

Members enquired about the financial settlement reached in relation to the resignation of the Assistant Chief Executive (Legal Services). Steve Halsey, Head of Paid Service, confirmed that the final agreement was within the boundaries set by the Human Resources committee.

RESOLVED

That the restricted minutes of the Extraordinary meeting of the Human Resources Committee held on 22nd and 29th July 2013 be agreed and signed by the Chair, as a correct record of the proceedings.

7. EXEMPT/CONFIDENTIAL REPORTS FOR CONSIDERATION

7.1 Senior Management Vacancies

At the request of the Chair, Steve Halsey, Head of Paid Service, introduced the report as contained in the previously circulated agenda. He commented that the report was to update members on the progress of recruiting to senior management vacancies as well as further information on recent vacant positions and current interim arrangements.

He highlighted the following:

- Robert McCulloch Graham was appointed to the post of Corporate Director Education, Social Care and Wellbeing (ESCW). Before joining the Council, he was seconded to the troubled family unit, DCLG, having previously been the Director of Children's Service at the London Borough of Barnet.
- Green Park was appointed as the executive search and selection agency to support the recruitment process to the post of Service Head, Children's Social Care.
- The post of Service Head, Finance and HR Systems Development had been established on a temporary arrangement whilst the post holder was on secondment. The current postholder had resigned and would be leaving at Christmas. The post was due to end next year when the substantive post holder was due to return; but the current infrastructure was robust, and therefore the Acting Director of Resources would review other ways of covering this role instead of recruiting.
- This post went out to advert and two applications were received, however one applicant had subsequently dropped out. There was only one internal candidate, who was the current Acting Corporate

Director of Resources, and the technical assessment confirmed the suitability of this candidate. It was advised that the interim arrangement remained in place until the end of October 2014. The post of Director of Public Health would be part of a review to be undertaken by the Corporate Director ESCW. It was proposed that the interim arrangement for this post be extended until after the conclusion of the review.

- The post of Service Head Adult Social Care was currently vacant. The new Corporate Director would review the role of this post and how it could be re-structured. The outcome of this would be reported back to the Committee.

With regards to the post of Service Head, Culture, Learning and Leisure Councillor Gloria Thienel asked that it be noted that she was not aware of the interim arrangement at the time of the 2nd July 2013 meeting as she would have requested that an external recruitment process be initiated.

The Chair recommended that the Committee continued with its initial decision to start an internal recruitment drive to fill this post with the proviso that an external recruitment could be enacted if no suitable internal candidates were found. He felt that a change in direction at this point could further delay the recruitment process.

In response to questions, the Head of Paid Service gave the following answers:

- The Council had high calibre staff who should be supported to take up internal vacancies that arose.
- The Health and Wellbeing Board did not have to be consulted over the restructure plans, as the Board had a more strategic and policy remit.
- The Review of Public Health was about the ways it could integrate with the authority. Public Health was one function managed by the Director of ESCW.
- The use of recruitment consultancies were an on-going practice rather than a Council policy. However, consultancies attracted a larger pool of qualified applicants.
- The functions of the post of Service Head Children's Social Care were statutory and therefore the role was essential. The Corporate Director ESCW had been asked to review the interim position and make alternative arrangement if possible.

RESOLVED

1. That the process of external recruitment to the post of Service Head, Customer Access and ICT be commenced.

2. That the extension of interim arrangements pending review/recruitment for the posts of:

- Service Head Adults Social Care,

- Service Head, Children's Social Care; and
 - Director of Public Health be agreed.
3. That the interim arrangements for the Corporate Director, Resources be extended until the end of October 2014.
4. That the Head of Paid Service and Service Head, Human Resources & Workforce Development be given delegated authority to agree a shortlist for the position of Service Head, Culture, Learning and Leisure in advance of the Appointments Sub Committee meeting.

7.2 Restructure of Chief Executive's Directorate

Stephen Halsey, Head of Paid Service presented the report to the Committee. He stated that it provided members with information on proposals to restructure the Chief Executive's Directorate. He continued that the vacant post of Assistant Chief Executive Legal Services, had precipitated a review of the organisational and staffing structure.

The following proposals were part of a raft of recommendations being considered:

- To abolish the post of Assistant Chief Executive (Legal Services)
- The deletion of the post of Service Head, Procurement as the service had been functioning successfully without a Service Head for some time
- The retitling of the Chief Executive's Directorate to the Directorate of Law, Probity and Governance to reflect its primary focus on governance
- The deletion of the two Head of Legal posts and the creation of a single Service Head Legal Services post, and a Head of Service Legal Operations post reporting to it.

In response to a question, Mark Norman, the Interim Monitoring Officer replied that it was a statutory requirement to have a Monitoring Officer. He continued that in the case where a Monitoring officer did not have a legal background, the Council would need to appoint a Legal adviser.

In response to a question, the Head of Paid Service confirmed that the restructure would not be disruptive to the Council, as the end result would ultimately bring efficiency.

RESOLVED

That the Head of Paid Service take forward the restructuring of the Chief Executive's Directorate as proposed in this report and that the Directorate be retitled the Directorate of Law, Probity and Governance.

8. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

The meeting ended at 8.10 p.m.

Chair, Councillor Carlo Gibbs
Human Resources Committee