

Non-Executive Report of the:  <b>General Purposes Committee</b>  23 February 2021	 <b>TOWER HAMLETS</b>
<b>Report of: Corporate Director of Resources</b>	<b>Classification:</b> Unrestricted
<b>Update on Senior Recruitment – February 2021</b>	

<b>Originating Officer(s)</b>	Catriona Hunt, Head of HR
<b>Wards affected</b>	All wards or state wards

### **Executive Summary**

This report updates Members on senior posts and recent recruitment activity

### **Recommendations:**

The General Purposes Committee is recommended to:

1. Note the current position on the recruitment to senior management vacancies in 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 regular progress reports.
- 1.2 Statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011 is taken account within the Council's Pay Policy Statement (which was considered at Full Council on 21 March 2018) and employees being offered a salary package on appointment of over £99,999 per annum are subject to the approval of the General Purposes Committee.
- 1.3 Section 5.2 of the Officer Employment Procedure Rules says 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 HR (now the General Purposes) Committee.

## **2. DETAILS OF THE REPORT**

## 2.1 Background

General Purposes Committee received a report in October 2020 which provided an update on the recruitment to the posts established in the corporate restructure in September 2016. Since then, a review of the Senior Leadership Team was conducted in November and December 2020.

This report sets out the current status of recruitment to senior roles in the corporate structure.

## 2.2 Senior Management vacancies and progress of recruitment

Detail of the progress on the recruitment to senior roles is set out in the tables below. This also includes the interim arrangements.

### 2.2.1 Posts being currently recruited or in the next 3 months

<b>Job title and directorate</b>	<b>Current arrangements</b>	<b>Comments</b>
Corporate Director of Resources and Governance	Arrangements have been put in place to cover the duties of this role, pending permanent recruitment.	Recruitment to the post to commence in April.
Chief Finance Officer (CFO), Resources and Governance Directorate	This role is vacant, and the statutory Section 151 duties of the role are being covered on an interim basis.	Recruitment to the post is ongoing. The closing date for the advert is the 18 February and the Longlist meeting is taking place on the 23 February. Final interviews are scheduled for 15 March.
Director Customer Services, Resources and Governance Directorate	Interim arrangements have been put in place.	Recruitment to the post is ongoing. The closing date for the advert is the 23 February and the Longlist meeting is taking place on the 26 February. Final interviews are scheduled for 18 March.
Director, Education, Children and Culture Directorate	Interim arrangements have been put in place	Advert closed on 31 January. Shortlist meeting on 22 February and final interviews on 4 March.

### **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 has been 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 have been mitigated by the engagement of specialised recruitment adviser(s).

4.4 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 core management team structure agreed and sufficient base budget funding has been set aside to meet the cost associated with those posts.

### **6. COMMENTS OF LEGAL SERVICES**

6.1 This report provides an update on Chief Officer and Deputy Chief Officer Recruitment Activity and updates on interim appointments and there are no legal implications in relation to this.

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## **Linked Reports, Appendices and Background Documents**

### **Linked Report**

- none

### **Appendices**

- A - Timetables for recruitment to vacant posts

### **Local Government Act, 1972 Section 100D (As amended)**

#### **List of “Background Papers” used in the preparation of this report**

List any background documents not already in the public domain including officer contact information.

- none.

#### **Officer contact details for documents:**

- Catriona Hunt 0207 364 4522

Appendix A – Current timetables for recruitment to vacant posts

<b>Job title and directorate</b>	<b>Timetable</b>
Chief Finance Officer (CFO), Resources and Governance Directorate	Closing date: 18.02.21 Long listing: 23.02.21 Preliminary interviews: w/c 1.03.21 ASC Shortlist meeting: 8.03.21 ASC Final panel: 15.03.21
Director Customer Services, Resources and Governance Directorate	Closing date: 23.02.21 Long listing: 26.02.21 Preliminary interviews: w/c 1.03.21 ASC Shortlist meeting: 11.03.21 ASC Final panel: 18.03.21
Director, Education, Children and Culture Directorate	Closing date: 31.01.21 Long listing: 8.02.21 Preliminary interviews: 11 and 12.02.21 ASC Shortlist meeting: 22.02.21 ASC Final panel: 4.03.21