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| Non-Executive Report of the: Human Resources Committee 26 September 2024 |  |
| Report of: Julie Lorraine, Corporate Director of Resources | Classification: Unrestricted |
| Update on Senior Recruitment | |

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| Originating Officer(s) | Liz Haynes, Interim Head of Corporate HR |
| Wards affected | None |

Special circumstances justifying urgency consideration / Reasons for urgency

The report was not ready at the time of agenda publication. There are also decisions to extend interim arrangements which need to be taken before current agreements expire.

Executive Summary:

This report updates Members on recruitment to senior posts.

Recommendations:

The Human Resources Committee is recommended to:

- a) Note the current position on the recruitment to senior management vacancies and any interim arrangements in place.
- b) Approve the extension of external interim arrangements beyond the six-month period.

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.
- 1.2 Section 5.2 of the Officer Employment Procedure Rules states the engagement of Chief Officers, to permanent positions or interim positions of over six months, will be through the normal recruitment process overseen by the Human Resources Committee.
- 1.3 Section 5.3 states that where an interim appointment, approved by the Chief Executive, extends beyond six months it must be approved at the next available Human Resources Committee and in any case not later than two months after the end of the extension.

2. DETAILS OF THE REPORT

2.1 Background

Human Resources Committee received an update in May 2024. This report sets out the current status of recruitment to vacant senior roles in the corporate structure for information. For clarity and transparency some of the arrangements summarised in the table below are in place on an internal “acting up basis” covered by an existing employee, rather than an externally sourced interim arrangement. For completeness both are included.

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 |
|--|-----------------------------|---|
| Corporate Director, Health and Adult Social Care | | Georgia Chimbani commenced September 2024 |

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| Corporate Director Housing and Regeneration | Interim cover arrangements in place – Paul Patterson | David Joyce starting in post on 1 October 2024 |
| Director Legal Services (Monitoring Officer) | Interim cover arrangements in place – Linda Walker | Shupriya Iqbal starting in post on 2 December 2024 |
| Director of Adult Social Care | Interim cover arrangements in place – Margaret Young | The shortlisting process is paused for a period of 3 weeks to provide the opportunity to go back out to the market to seek more applications for this post. |
| Director Public Realm | Acting up arrangements currently in place – Ashraf Ali | Subject to a recruitment process |
| Director Commissioning and Youth | Acting up arrangements in place – Layla Richards | Elements of post being reviewed |
| Director Customer Services | Acting up 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 – Liz Haynes | Post and structure being reviewed |

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| Director of IT | Acting up arrangements in place – Hemanth Shanthigrama | Post and structure being reviewed. |
| Director of Housing Management | Interim vacating position 27/09/24 | Subject to a recruitment process |
| Director of Housing Options and Homelessness | Interim appointment – Mohammed Hussain | Subject to a recruitment process |
| Director of Regeneration and Housing Assets | Vacant | Subject to a recruitment process |
| Senior Head of Housing Property & Asset Strategy | Vacant | Subject to a recruitment process |

The committee's approval is sought to extend the engagement of Mark Norman who commenced in April 2024, as interim Director of Governance, for a period of six months to provide additional support to the Legal Service.

3. EQUALITIES IMPLICATIONS

3.1 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 The Council exercises sound best value practice and diligence in relation to senior recruitment. This has been demonstrated in practice when a post is advertised, and a decision taken not to appoint, either because of emerging structural changes that could affect the post or where Members consider there to be no suitable candidate. In such cases, either external interim arrangements or internal acting up arrangements maybe put in place or extended. Demonstrating the Members' commitment to secure the best solution for the council rather than the swiftest or cheapest.

4.6 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 included in the base budget.

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

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