

**LONDON BOROUGH OF TOWER HAMLETS**

**MINUTES OF THE HUMAN RESOURCES COMMITTEE**

**HELD AT 7.30 P.M. ON WEDNESDAY, 18 JANUARY 2012**

**ROOM M73, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE  
CRESCENT, LONDON, E14 2BG**

**Members Present:**

Councillor Joshua Peck (Vice-Chair, in the Chair)  
Councillor Ohid Ahmed  
Councillor Gloria Thienel

Councillor Motin Uz-Zaman

**Other Councillors Present:**

**Officers Present:**

|                  |   |
|------------------|---|
| Isabella Freeman | – (Assistant Chief Executive - Legal Services, Chief Executive's) |
| Stephen Halsey   | – (Corporate Director Communities, Localities & Culture)          |
| Simon Kilbey     | – (Service Head, Human Resources and Workforce Development)       |
| John Williams    | – (Service Head, Democratic Services, Chief Executive's)          |
| Antonella Burgio | – (Democratic Services)   |

**1. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Md. Mukit, Ahmed Omer, Alibor Choudhury and Ann Jackson.

Councillor Motin Uz-Zaman deputised for Councillor Mukit.

**2. DECLARATIONS OF INTEREST**

No declarations of personal or prejudicial interests were made.

**3. UNRESTRICTED MINUTES**

The Chair **moved** and the Committee **RESOLVED:-**

That the unrestricted minutes of the Human Resources Committee meeting held on 26<sup>th</sup> October 2011 be approved as a correct record of the proceedings.

#### **4. REPORTS OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)**

##### **4.1 Appointments Sub-Committee for the post of Chief Executive - Update**

John Williams, Service Head Democratic Services, presented the report circulated at agenda item 4.1 which proposed revised arrangements for the membership of the Appointments Sub-Committee that was to undertake the selection of a new Chief Executive.

The Committee considered the proposals set out at Section 4 of the report and proposed the following amendments:

- That the quorum for the re-established Appointments Sub-Committee comprise four Members
- That should a deputy be required to attend a Sub-Committee during the interview stage, that same deputy should continue as a Member throughout the subsequent meetings of the Sub-Committee.
- That the requirement for unanimity should apply to any decision of this sub-committee, not merely the final recommendation to the Council

Councillor Ahmed thanked Councillor Peck for the work undertaken in conjunction with the Mayor to achieve a collaborative solution to the challenges that the recruitment task had presented.

#### **RESOLVED**

1. That the Appointments Sub-Committee be re-established to:
  - consider the appointment of the Chief Executive and
  - make recommendations to the Council on that appointment;
2. That the revised membership of the Appointments Sub-Committee for the appointment of the Chief Executive be five Members as follows:
  - The Mayor plus one Independent Councillor nominated by the Mayor;
  - Two Majority Group Councillors nominated by the Leader of the Majority Group; and
  - One Minority Group Councillor nominated by the Leader of the largest Minority Group;
3. That the Service Head, Democratic Services be authorised to liaise with the Mayor and Group Leaders to receive their nominations and agree the

membership of the Appointments Sub-Committee in accordance with 2 above;

4. That each member of the Appointments Sub-Committee may nominate a Councillor to deputise for him / her at the Sub-Committee and that should a deputy attend during the interview stage, that same deputy should continue as a member throughout the subsequent meetings of the Sub-Committee.
5. That in connection with 2 above, the Human Resources Committee waive the requirement of proportionality in relation to this Appointments Sub-Committee only;
6. That the quorum for this Appointments Sub-Committee be four Members; and
7. That the Appointments Sub-Committee shall only reach a decision on any matter or make a recommendation to the Council where the Members of the Sub-Committee are unanimously in favour of that decision/recommendation. I

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

In view of the nature of agenda items 6 to 9, the Committee **RESOLVED:**

“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 contained information defined as Exempt in Part 1 of Schedule 12A paragraphs 4 and 5 to the Local Government, Act 1972”.

[Note: Exempt information is defined in section 100I and, by reference, Schedule 12A of the Local Government Act 1972 (“the 1972 Act”). To be exempt, information must fall within one of the categories listed in paragraphs 1 to 7 of Schedule 12A, must not fall within one of the excluded categories in paragraphs 8 and 9 and the public interest in maintaining the exemption must outweigh the public interest in disclosing the information.

Agenda items 6 “Restricted Minutes”, 7.1 “Timetable for recruitment to the post of Chief Executive – update” and 8.2 “Engagement of a Chief Executive on a Fixed Term Contract” contained information relating to paragraph 4 (information relating to any consultations or negotiations or contemplated consultations or negotiations, in connections with any labour relations matters arising between the authority, or a Minister of the Crown and employees of, or office holders, under the authority) and paragraph 5 (information in respect of which a claim to legal professional privilege could be maintained in legal proceedings).

The Committee considered the above information and the public interest favouring public access to local authority meetings, and in this case the Human Resources Committee concluded that given the information contained in the agenda items, the public interest in maintaining the exemption on the information outweighed the public interest in disclosing it.]

## **6. RESTRICTED MINUTES**

The Chair **moved** and the Committee **RESOLVED:-**

That the section two (restricted) minutes of the Human Resources Committee meeting held on 26 October 2011 be approved as a correct record of the proceedings.

## **7. REPORTS OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)**

### **7.1 Timetable for recruitment to the post of Chief Executive - update (To Follow)**

This report was considered in closed session.

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

### **8.1 Chief Executive's Performance Management**

This report was withdrawn.

### **8.2 Engagement of a Chief Executive on a Fixed Term Contract**

This report was considered in closed session.

## **9. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT**

Nil items.

The meeting ended at 7.45 p.m.

Chair, Councillor Mohammed Abdul Mukit MBE  
Human Resources Committee