

**LONDON BOROUGH OF TOWER HAMLETS**

**MINUTES OF THE HUMAN RESOURCES COMMITTEE**

**HELD AT 7.30 P.M. ON WEDNESDAY, 20 JULY 2011**

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

**Members Present:**

Councillor Mohammed Abdul Mukit MBE (Chair)

Councillor Anna Lynch  
Councillor Ahmed Adam Omer

Councillor Craig Aston

**Officers Present:**

Isabella Freeman – (Assistant Chief Executive - Legal Services, Chief Executive's)  
Simon Kilbey – (Service Head, Human Resources and Workforce Development)  
Louise Fleming – (Senior Committee Officer, Democratic Services)

**COUNCILLOR Md. ABDUL MUKIT MBE (CHAIR) IN THE CHAIR**

The Chair welcomed those present to the first meeting of the Human Resources Committee in the 2011/12 municipal year and, at his request, Members and Officers introduced themselves.

**1. ELECTION OF VICE-CHAIR**

**RESOLVED**

That Councillor Anna Lynch be elected Vice-Chair of the Human Resources Committee for the 2011/12 municipal year.

**2. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Gloria Thienel, for whom Councillor Craig Aston was deputising.

**3. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**4. UNRESTRICTED MINUTES**

**RESOLVED**

That the unrestricted minutes of the extraordinary meeting of the Human Resources Committee, held on 30<sup>th</sup> November 2009, be approved and signed by the Chair as a correct record.

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

**5.1 Human Resources Committee Terms of Reference, Membership and Quorum**

**RESOLVED**

That the Human Resources Committee Terms of Reference, Membership and Quorum for the 2011/12 municipal year, as out in the Committee report, be noted.

**6. REPORTS OF CORPORATE DIRECTOR, RESOURCES**

**6.1 Human Resources Update**

Mr Simon Kilbey, Service Head Human Resources and Workforce Development, gave a detailed presentation which provided an overview of the new restructured service and priorities for the coming 6 to 9 months, including:

- The development of a new people strategy;
- Proactive approaches to retaining employees in times of change (with emphasis on redeployment of displaced staff);
- A programme of action to meet Workforce to Reflect the Community objective, including a talent management framework;
- Continuing to work around smarter working focussing on culture and change management and developing new ways of managing performance.
- Reviewing and developing ways of engaging staff.

Mr Kilbey and Ms Isabella Freeman, Assistant Chief Executive (Legal Services) responded to Members' questions relating to the remit of the Committee, in respect of recent appointments to the Council, and the measures the Council could take to establish a workforce to reflect the community. Mr Kilbey advised that it was a difficult challenge to attract some

harder to reach communities such as the Somali community into applying for jobs. The Council had improved its statistics but was looking at other measures which would address the issue, including the apprenticeship scheme, internships and advertising in underrepresented communities. The Graduate Scheme had also been successful in the efforts to attract a broad spectrum of talent into the organisation.

In response to Members' questions regarding the Olympics workforce, Mr Kilbey advised that although beyond his remit, the Service Head Economic Development and Olympic Legacy's team had been working on the issues and Mr Kilbey would feed Members' comments into his team. Ms Freeman advised that much work was being done and suggested that an update could be produced for a future edition of the Members' Bulletin.

**RESOLVED**

That the presentation by the Service Head Human Resources and Workforce Development be noted.

**7. EXCLUSION OF PRESS AND PUBLIC**

**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 contains information defined as Exempt in Part 1 of Schedule 12A to the Local Government Act, 1972.

**SUMMARY OF EXEMPT PROCEEDINGS**

**8. EXEMPT/CONFIDENTIAL MINUTES**

Minutes of the extraordinary meeting of the Human Resources Committee meeting held on 30<sup>th</sup> November 2009 were agreed.

The meeting ended at 8.04 p.m.

Chair, Councillor Mohammed Abdul Mukit MBE  
Human Resources Committee