

Committee/Meeting: HR Committee	Date: 2 nd July 2013	Classification: Unrestricted	Report No: 4.2
Report of: Head of Paid Service Originating officer(s) Stephen Halsey, Head of Paid Service; Simon Kilbey, Service Head (Human Resources & Workforce Development)		Title: Senior Management Vacancies Wards Affected: All	

Reason for Urgency

At the last Extraordinary HR Committee on 20th June 2013, members of that committee asked for a report to be brought forward to their next HR Committee meeting on 2nd July 2013 on Senior Management vacancies.

1. **SUMMARY**

This report provides members with further information on the progress on appointing to the two vacant Corporate Director posts and also on the vacant Service Head posts in the organisation.

2. **DECISIONS REQUIRED**

This report is for information.

3. **BACKGROUND**

HR committee on 20th June recently received a report providing information on progress towards appointing substantive Corporate Director of Education, Social Care and Wellbeing and also to the interim Corporate Director – Resources. Following consideration of this report the committee asked for information on how other senior vacancies are being addressed in the organisation.

4. **CORPORATE DIRECTOR EDUCATION, SOCIAL CARE AND WELLBEING**

- 4.1 An assessment process has taken place on Monday 24th June, following this a report recommending a shortlist will be brought to an Appointments sub-committee a date for which will be confirmed at the HR Committee.

5. CORPORATE DIRECTOR RESOURCES

- 5.1 Expressions of interest have been received for this role and a technical adviser has been engaged. A separate Appointments Sub-committee will be convened to take this process forward.

6. OTHER VACANCIES

6.1 Service Head Resources (ESCW)

This post has now been recruited to by an Appointments Subcommittee and a permanent appointment made. The acting Service Head Kate Bingham was the successful candidate.

6.2 Service Head Adult Social Care – Vacant

This post has now been recruited to by an Appointments subcommittee and a permanent appointment made. The acting Service Head Katharine Marks was the successful candidate. As a result of the extended leave of Ms Marks this post has been covered on an agency basis. .

6.3 Service Head Children’s Social Care - Vacant

HR Committee previously considered that recruitment to this substantive post is undertaken after an appointment has been made to the post of Corporate Director ESCW so that the new appointee can be involved in the appointment to this key role.

6.4 Service Head Culture, Leisure and Learning

Following an internal process this post is being covered on an interim basis by Shazia Hussain. Ms Hussain is also retaining some responsibility for her substantive role of Service Head Localities. The Head of Paid Service and Corporate Director of CLC will continue to keep any interim arrangements under review and will also in liaison with the Directorate Management team, consider whether any substantive changes are needed in respect of the number and role of Service Heads in CLC.

6.5 Service Head - Procurement

This post was covered on an interim basis through an agency arrangement until the end of 2012. Subsequent to this the role has been covered through the SH – ICT and Customer Access taking responsibility for this area.

6.6 Director of Public Health - Vacant

The statutory responsibility for Public Health transferred to Tower Hamlets on 1 April 2013. The Director of Public Health (DPH) became a statutory chief officer role. This post is currently covered on acting up basis and reports directly to the Interim Corporate Director, Education, Social Care and Wellbeing. At present, the Council will continue with the acting up arrangements pending a report from the Head of Paid Service. Members are

reminded that DPH appointments are the responsibility of the Secretary of State so the Committee will be required to make a recommendation as to their preferred candidate.

7. COMMENTS OF THE CHIEF FINANCIAL OFFICER

- 7.1 There are no financial implications as a direct result of this report; all changes can be contained within existing Council budgets.

8. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)

- 8.1 It is the responsibility of the Head of Paid Service to report on the manner in which the discharge of the Council's functions is co-ordinated, the number and grade of officers required for the discharge of functions and the organisation of the officer structure as provided for under section 112 of the Local Government Act 1972 (as amended)

- 8.2 The Council also has its own policies and procedures which deal with employment issues.

- 8.3 In addition, as an employer and public authority, the Council has general and specific legal duties to promote equal opportunities and remove discrimination in their workforce and service provision. This is achieved by an appropriate level of advertising for any vacancy which can be by internal or external advert.

9. ONE TOWER HAMLETS CONSIDERATIONS

- 9.1 The Council's commitment to equalities includes an undertaking to achieve a Workforce to Reflect the Community at all levels in the organisation and such considerations will be part of the recruitment process and did inform the procurement process. All posts are recruited to on merit. Internal arrangements provide for succession planning and career development.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 10.1 There are no implications.

11. RISK MANAGEMENT IMPLICATIONS

- 11.1 There are no direct risks as a result of this report.

12. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 12.1 There are no implications.

13. EFFICIENCY STATEMENT

13.1 No changes to service delivery or the use of resources are proposed.

14. APPENDICES

Appendix 1 – ESCW

Appendix 2 – D&R

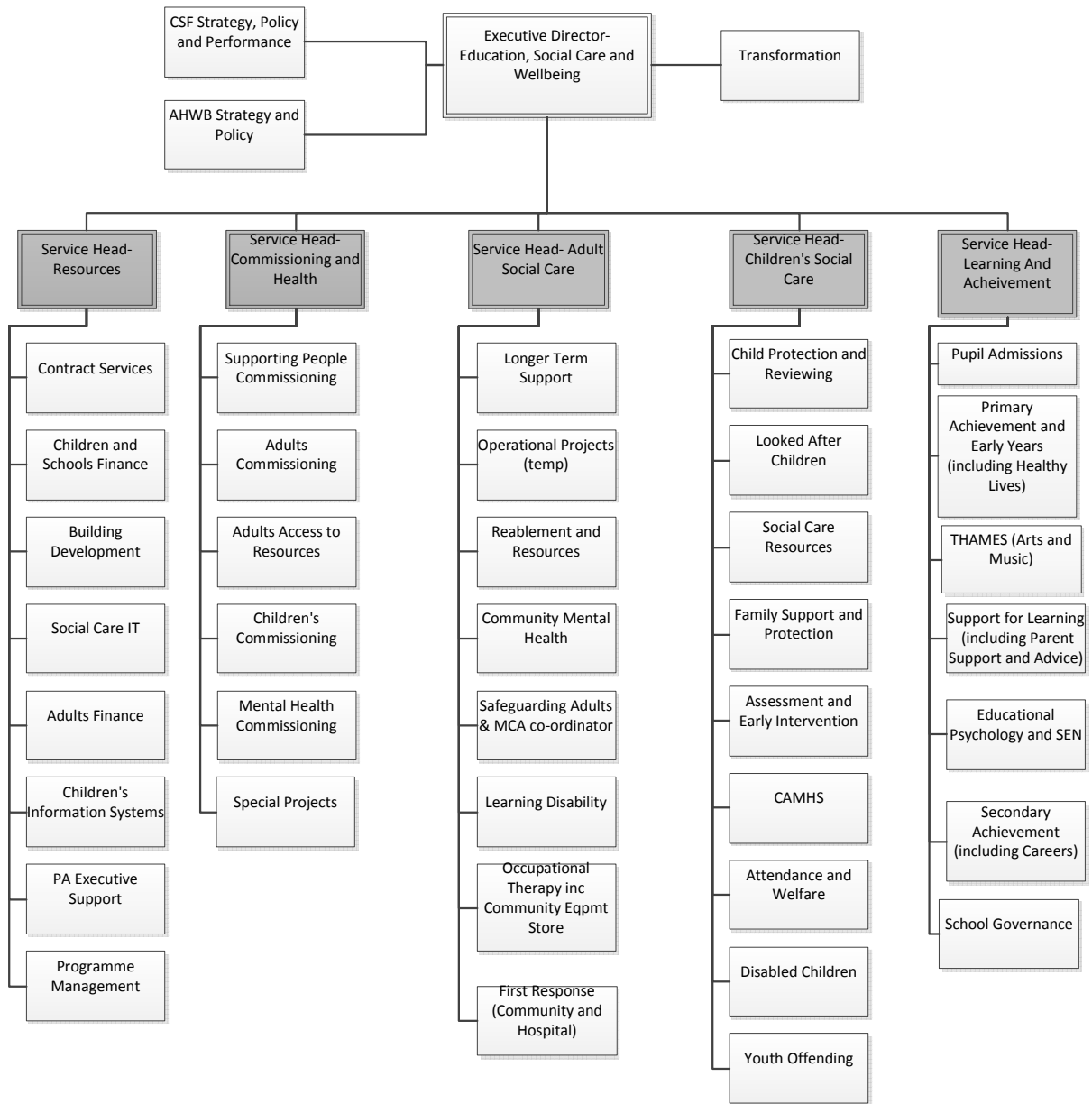
Appendix 3- CLC

Appendix 4 - Resources

**Local Government Act, 1972 Section 100D (As amended)
List of “Background Papers” used in the preparation of this report**

Appendix 1

Structure of Education Social Care and Wellbeing



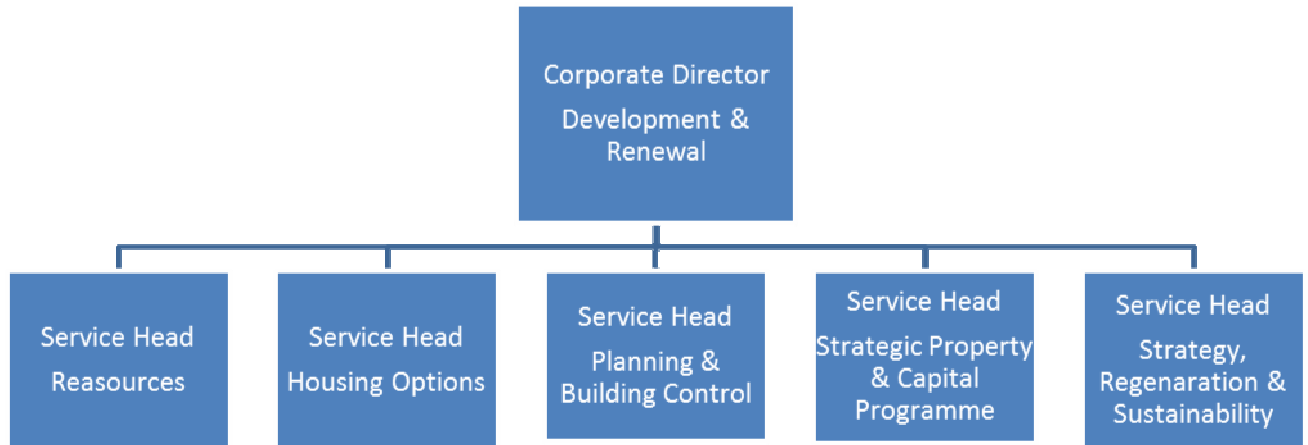
APPENDIX 2

CLC Current structure



APPENDIX 3

D&R Structure



APPENDIX 4

Resources Current structure

