

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE HUMAN RESOURCES COMMITTEE

HELD AT 6.30 P.M. ON WEDNESDAY, 29 JANUARY 2014

**ROOM MP702, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE
CRESCENT, LONDON, E14 2BG**

Members Present:

Councillor Carlo Gibbs (Chair)

Councillor John Pierce
Councillor Alibor Choudhury
Councillor Gloria Thienel
Councillor David Edgar

Officers Present:

Simon Kilbey – (Service Head, Human Resources and Workforce
Development)
Meic Sullivan-Gould – (Monitoring Officer)
Evelyn Akoto – (Committee Officer)

1. APOLOGIES FOR ABSENCE

Due to a quoracy issue with another Committee, that needed the presence of Councillor Choudhury. The Chair of Human Resources Committee agreed to open the Committee meeting at 6.30pm and adjourn for 30 minutes.

Human Resources was re-convened at 7pm.

Apologies for absence were received from Councillor Oliur Rahman and Shiria Khatun.

The Chair asked all attendees to introduce themselves. In introducing himself the interim Monitoring Officer, Meic Sullivan-Gould, gave an account of his recent career history and his area of responsibility within the Council.

2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST

There were no declaration of disclosable pecuniary interest

3. UNRESTRICTED MINUTES

RESOLVED

That the unrestricted minutes of the meeting of the Human Resources Committee held on 20 June and 13 November 2013 be agreed and signed by the Chair, as a correct record of the proceedings.

4. REPORTS OF CORPORATE DIRECTOR, RESOURCES

4.1 Quarterly Report - New Starters

Simon Kilbey, Service Head (Human Resources & Workforce Development) gave an update on new starters within the Council for 2013-14. He stated that the report also provided information relating to schemes such as internship, trainees and apprenticeships. He continued that the Council had a healthy level of recruitment, and opportunities still existed for promotion and new appointments.

Members queried why the new starter report was submitted to every meeting. Simon Kilbey replied that the Human Resources Committee at its 29th February 2012 meeting requested a regular report providing quarterly details of new starters and breakdown by equality strands.

Members discussed the importance of receiving such information and agreed that the Committee should continue to receive the quarterly report.

RESOLVED

That the Committee note the report.

4.2 Redundancy Payments

At the request of the Chair, Simon Kilbey, Service Head (Human Resources and Workforce Development) presented the report. He elaborated on the background to the report and the current request for confirmation from the Trade Unions on the Council's redundancy terms, and whether the discretionary severance element was contractual. This had been prompted by TUPE issues and the current financial constraints faced by Local Government.

The Committee had an extensive discussion regarding the discretionary element of redundancy payments and whether the current usage of the redundancy package was consistent with the Committee's original decision in 2006.

Members also queried the level of payments made to staff, in particular, reference was made to Appendix 1. Members enquired whether staff were

always given the maximum payment. Officers confirmed the formula within the section had been applied in all cases of redundancy.

In response to questions, officers gave the following responses:

- Based upon advice by Counsel, the Council had now accepted that the discretionary severance element of the redundancy scheme was now a contractual entitlement by virtue of custom and practice.
- There had been no changes to the redundancy policy since 2006
- It was possible for Members to make changes to the Council's redundancy terms, but a strong business reason would have to be outlined and a formal consultation process required given the advice from Counsel.

Members felt that the scheme was still ambiguous in parts. Simon Kilbey stated that the Corporate Management Team was currently reviewing the terms of the scheme and that there was on-going internal discussion on this matter.

RESOLVED

That the Committee note the report

5. EXCLUSION OF THE PRESS AND PUBLIC

A motion to exclude the public and press was passed in the unrestricted party of the proceedings.

6. RESTRICTED MINUTES

Please refer to Part 2 minutes

7. IMPLEMENTATION OF CHIEF EXECUTIVE RE-ORGANISATION: DIRECTORATE OF LAW, PROBITY AND GOVERNANCE

Please refer to Part 2 minutes.

8. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

There were none

The meeting ended at 8.15 p.m.

Chair, Councillor Carlo Gibbs
Human Resources Committee