

## APPENDIX B

### 12.8 Motion regarding Chief Executive recruitment

Proposer: Councillor Rachael Saunders

Seconder: Councillor Shiria Khatun

Council Notes:

This Council is taking the lead on putting our own house in order, to rebuild the reputation of this borough.

This Council regrets the negative impact on local people of the press coverage of how this council is being led and managed.

The Council is committed to maintaining excellent quality of services for our residents, and recognizes that in order to do this it needs to have strong and stable leadership to support the excellent work of the council staff.

This Council recognizes the work that has been done to date with interim arrangements following the council's previous failure to appoint a chief executive.

This Council confirms its view, as stated verbally by a number of councillors at the 30th July 2014 meeting, that a clear and transparent process for appointing a permanent chief executive to work with the Elected Mayor and councillors to deliver the quality of services for which Tower Hamlets has been known in the past should be put in place.

That to tackle negative publicity and rebuild trust, this council needs a chief executive that can be held to account by all councillors and the Mayor for the implementation of decision making, and can be open about the basis on which executive and council decisions are made.

Council recognizes that it is likely to be necessary to seek the advice of external search consultants to help find the right candidate for this important and challenging job.

This Council recognizes that in order to achieve the appointment of a candidate who is acceptable to the whole council, as required by the council's constitution, that whilst the Human resources committee should be charged with responsibility for overseeing process and an Appointments Sub Committee will carry out interviews, the outcome of those interviews should be reported in sufficient detail to full council to allow the decision about appointment to be made by full council and not to be made on the recommendation of a single candidate from an Appointments Sub Committee, except to the extent that the recommendation may indicate there is only one suitable candidate.

That because accountability and transparency are important, the appointments sub committee for the appointment of the Chief Executive should have the same membership as the HR committee, with political groups making substitutions if they choose, and with the same expectation of transparency, including publishing minutes with appropriate redactions to align with rules on confidentiality.

This council would welcome the participation of the executive Mayor in all parts of the recruitment process, including those HR committee is responsible for. Cllr Saunders emailed the Mayor and others on the 27th August to seek a conversation about how this process can best work in collaboration between councilors and the Mayor.

Council commits to the outline timetable below, on the basis that the HR committee is empowered to adjust this timetable if necessary, but that the appointment of a chief executive should be made by April 2015 at the very latest:

- A) Agree over all process – Council – 10 September 2014
- B) Progress report to HR committee on 15th September 2014
- C) Procurement of search consultancy by 7 October 2014
- D) Brief for appointment and job description to be agreed by HR committee on 22 October 2014 together with criteria for establishment of an Appointments Sub Committee.
- E) Advert and search to be public by 7 November 2014
- F) Closing date for advert to be 15 December 2014
- G) Sift for long list to be agreed by 7 January 2015
- H) Long list report back from search consultants to be done by 31 January 2015
- I) Appointments Sub Committee to agree shortlist – February 2015
- J) Appointments Sub-committee to conduct interviews of shortlisted candidates by 24 February 2015
- K) Report on outcomes including recommendations of the Appointments Sub Committee to be presented to each member of the executive, requesting that the Mayor notify any objection to the appointment of any of the shortlisted candidates by 5 March 2015.
- L) Report on outcomes including recommendations of the Appointments Sub Committee and any objection made on behalf of the executive to be considered by full council on 5 March 2015 where a decision on an appointment can be made.