

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE HUMAN RESOURCES COMMITTEE

HELD AT 6.33 P.M. ON THURSDAY, 19 FEBRUARY 2015

**ROOM MP 702, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE
CRESCENT, LONDON, E14 2BG**

Members Present:

Councillor Clare Harrisson (Chair)
Councillor Rachel Blake
Councillor Dave Chesterton
Councillor Alibor Choudhury
Councillor Julia Dockerill
Councillor John Pierce (Substitute for Councillor Khaled Uddin Ahmed)
Councillor Gulam Robbani (Substitute for Councillor Oliur Rahman)

Apologies:

Councillor Khaled Uddin Ahmed
Councillor Oliur Rahman

Officers Present:

David Galpin	– (Service Head, Legal Services, Law Probity & Governance)
Simon Kilbey	– (Service Head, Human Resources and Workforce Development)
Barry Scarr	– (Interim Service Head, Finance & Procurement)
Matthew Mannion	– (Committee Services Manager, Democratic Services, LPG)

1. APOLOGIES FOR ABSENCE

Apologies for absence were received on behalf of Councillor Khaled Uddin Ahmed and Councillor Oliur Rahman.

2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST

There were no declarations of Disclosable Pecuniary Interests. A number of personal interests were declared in relation to Agenda Item 7.1 (Pay Policy Report).

3. RECRUITMENT TO STATUTORY POSTS (DIRECTOR OF LAW, PROBITY AND GOVERNANCE AND CORPORATE DIRECTOR RESOURCES)

Simon Kilbey, Service Head, Human Resources and Workforce Development, introduced the report providing an update on the process to recruit to the Statutory Posts of Director, Law, Probity and Governance (DLPG) and the Corporate Director, Resources (CDR). He began by reading out a statement, reproduced below, providing an update on discussion to date.

“The report being considered tonight sets out the timetable for the appointment to the statutory officer positions of Corporate Director, Resources and Director, Law, Probity and Governance, in order to comply with the directions issued to the Council on 17th December 2014 by the Secretary of State under Section 15 (5) and (6) of the Local Government Act 1999. One of those directions requires the authority to undertake as a matter of urgency a recruitment exercise or recruitment exercises with the aim of making by 1st April 2015 (or earlier if practicable) suitable permanent appointments to those positions the holders of which are designated statutory officers. A timetable for the remaining statutory officer role is being developed and the Council will comply with its obligations as set out above.”

Continuing the update, Simon Kilbey confirmed that the appointment processes were being finalised, including the role of the Commissioners. He set out information about the rest of the process including, psychometric tests, the interview stage, informal meetings with group leaders and obtaining references. He confirmed that the Commissioners were looking to be involved at all stages of the process.

Following questions from Members, Simon Kilbey confirmed that:

- That there was still a strong pool of candidates.
- The process for the Head of Paid Service appointment was still to be finalised, discussions were on going on this matter, cognisant of the deadline. The Commissioners were looking to see progress on this post.
- The political groups needed to confirm their attendance at the Appointments Sub-Committee meetings for the CDR and LDPG posts as soon as possible.

Drawing the discussion to a close, the Chair confirmed that the Committee were in agreement with the proposals as set out in the report.

RESOLVED

1. To note the results of discussions with the Secretary of State's appointed Commissioners on progressing recruitment to the statutory posts of Director of Law, Probity and Governance (Monitoring Officer) and Corporate Director Resources (S151 Officer), note the proposed involvement of Commissioners and agree to now progress to the next stage.

2. To agree that Appointments Sub Committees be established in accordance with the arrangements agreed by the Human Resources Committee at its meeting on 15th September 2014 to receive recommendations for candidates to be invited to final interview and then to interview those candidates;
3. That authority be delegated to the Service Head, Democratic Services to appoint members to the Appointments Sub-Committees in accordance with the nominations from the respective political groups as set out at paragraph 6.4 of the report.

4. BEST VALUE PLAN - RECRUITMENT (TO FOLLOW)

Simon Kilbey, Service Head, Human Resources and Workforce Development, introduced this item. He stated that there was now a report on this matter but instead he asked Members to note that the discussions presented under Item 3 would be used to inform the Best Value Plan being presented to the Commissioners.

In discussion it was confirmed that all political groups were involved in the Best Value Plan deliberations.

RESOLVED

1. That the update be noted.

5. ANY OTHER UNRESTRICTED BUSINESS WHICH THE CHAIR CONSIDERS TO BE URGENT

None.

6. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED

- 1) That in accordance with 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 on the grounds that the remaining agenda item contained information defined as exempt or confidential in Part 1 of Schedule 12A to the Local Government Act 1972.

7. ANY OTHER EXEMPT/CONFIDENTIAL BUSINESS THAT THE CHAIR CONSIDERS TO BE URGENT

7.1 PAY POLICY REPORT

The Chair agreed the reasons for urgency as set out in the report.

The Committee debated the issues raised in the report and provided a response back to officers as requested. They agreed a number of recommendations in relation to the report.

The meeting ended at 7.35 p.m.

Chair, Councillor Clare Harrisson
Human Resources Committee