

Non-Executive Report of the: Human Resources Committee 14 September 2023	
Report of: Director of Director of Workforce, OD & Business Support	Classification: Unrestricted
Update on Senior Recruitment	

Originating Officer(s)	Musrat Zaman. Director of Workforce, OD & Business Support
Wards affected	None

Reasons for Urgency

This report was not published by the statutory deadline. It was delayed due to having to update it following recent resignations. This is an important update for this Committee and informs of the need to establish a number of Appointment Sub-Committees to support this recruitment.

Executive Summary

This report updates Members on recruitment to senior posts.

Recommendations:

The Human Resources Committee is recommended to:

1. Note the current position on the recruitment to senior management vacancies and any interim arrangements in place.

1. REASONS FOR THE DECISIONS

- 1.1 The Human Resources Committee has responsibility for the appointment to Chief/Deputy Chief Officer posts. It is usual practice for the Committee to establish Appointment Sub-Committees to fulfil the recruitment process and to receive regular progress reports.
- 1.3 Section 5.2 of the Officer Employment Procedure Rules states the engagement of Chief Officers, to permanent positions or interim positions of over three (3) months, will be through the normal recruitment process overseen by the Human Resources Committee.

2. DETAILS OF THE REPORT

2.1 Background

Human Resources Committee received an update in June 2023. This report sets out the current status of recruitment to vacant senior roles in the corporate structure.

2.2 Senior Management vacancies and progress of recruitment

The detail of the progress on the recruitment to senior roles is set out in the table below. This also includes any interim arrangements.

Job title	Current arrangements	Comments
Chief Executive (HPS and Returning Officer)	Steve Halsey has been appointed and started on 14 August 2023]	Recruitment complete.
Corporate Director, Resources (Section 151 officer)	Julie Lorraine has been appointed and started on 1 September 2023	Recruitment complete.
Director of Finance (Deputy 151)	Interim cover arrangements in place – John Harrison	Abdulrazak Kassim has been appointed and recruitment checks are in progress.
Corporate Director Housing and Regeneration	New post – Interim cover arrangements are being explored	Recruitment to commence in September
Corporate Director Communities	New post – Interim cover arrangements in place – Raj Mistry	Recruitment to commence in September
Corporate Director Children's Services (DCS)	Postholder leaving in November (James Thomas)	Recruitment to commence in September
Director Public Realm	Interim cover arrangements in place – Simon Baxter	Recruitment to commence in September
Director Planning & Building Control	Postholder leaving in November (Jennifer Peters)	Recruitment to commence in September
Director Culture	New post – Interim cover arrangements being explored	Recruitment to commence in September
Director Commissioning and Youth	New post – functions are currently carried out by other Directors	Recruitment to commence in September
Director Property and Major Programmes	Interim cover arrangements in place pending a review of the	

	structure – Kamran Rashid	
Director Customer Services	Postholder leaving in October (Raj Chand)	Post and structure being reviewed
Director Strategy Improvement & Transformation	Postholder left in August (Sharon Godman). Interim cover arrangements in place - Robin Beattie	Post and structure being reviewed

3. EQUALITIES IMPLICATIONS

The Council is committed to equalities and such considerations will be part of the recruitment process and informs the procurement process. All posts are recruited to on merit. Recruitment to the vacancies will be carried out in accordance with the Council's procedures.

4. OTHER STATUTORY IMPLICATIONS

4.1 This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:

- Best Value Implications,
- Consultations,
- Environmental (including air quality),
- Risk Management,
- Crime Reduction,
- Safeguarding.

4.2 Recruitment to the senior management structure enables the Council to deliver excellent services for residents and deliver the associated financial saving.

4.3 Risks associated with recruitment will be mitigated by the engagement of specialised recruitment adviser(s). The procurement process is underway to identify specialist recruitment agencies to work with us on the identification of suitable candidates.

4.4 The roles are all member appointments, and an Appointments Sub-Committee will be set up for each role. Some roles may also involve wider engagement of members, external stakeholders, and internal staff during the selection process.

4.5 There are no other specific implications arising from this report.

5. COMMENTS OF THE CHIEF FINANCE OFFICER

- 5.1 The posts are part of the agreed core management team structure and sufficient base budget funding will be set aside to meet the cost associated with these posts.

6. COMMENTS OF LEGAL SERVICES

- 6.1 This report provides an update on Chief Officer and Deputy Chief Officer Recruitment Activity and there are no legal implications in relation to this.
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Linked Reports, Appendices and Background Documents

Linked Report

- none

Appendices

- none

Officer contact details for documents:

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