

**LONDON BOROUGH OF TOWER HAMLETS**

**MINUTES OF THE HUMAN RESOURCES COMMITTEE**

**HELD AT 6.34 P.M. ON TUESDAY, 28 NOVEMBER 2023**

**COMMITTEE ROOM - TOWER HAMLETS TOWN HALL, 160 WHITECHAPEL  
ROAD, LONDON E1 1BJ**

**Members Present in Person:**

Councillor Maium Talukdar	-(Vice-Chair)
Councillor Kabir Ahmed	-(Cabinet Member for Regeneration, Inclusive Development and Housebuilding)
Councillor Saied Ahmed	-(Cabinet Member for Resources and the Cost of Living)
Councillor Abdal Ullah	
Councillor Iqbal Hossain	-(Substitute)

**Members In Attendance Virtually:**

Councillor Sabina Khan

**Officers Present in Person:**

Pat Chen	- (Interim Director, Workforce, OD and Business Support Services)
Justina Bridgeman	-(Democratic Services Officer, Committees)

**Officers in Attendance Virtually:**

Carole S. Bowes	-(Employment Lawyer, Legal Services, Directorate Law, Probity and Governance)
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**Apologies:**

Councillor Ayas Miah

Councillor Bellal Uddin

## **1. DECLARATIONS OF INTERESTS**

There were no declarations of pecuniary interests, however; Councillor Maium Talukdar disclosed that he is a member of the Appointment sub-committee and a senior recruitment panellist. Councillor Kabir Ahmed disclosed that he is a senior recruitment panellist. Councillor Abdal Ullah disclosed that he is a senior recruitment panellist. Councillor Iqbal Hossain disclosed that he is a member of the Appointment sub-committee and also a senior recruitment panellist. Councillor Saied Ahmed disclosed that he is a member of the Appeals Committee.

## **2. MINUTES**

The minutes of the Committee meeting held on 14 September 2023 were approved and signed as a correct record of proceedings

## **3. WORK PLAN**

### **RESOLVED:**

1. That the work plan be noted.

## **4. REPORTS FOR CONSIDERATION**

### **4.1 Employee Relations Casework Policy Update 23/24 Q2**

Pat Chen, Interim Director of Workforce, OD and Business Support Services, gave the Committee an overview of the employee relations casework from 1 July 2023 to 30 September 2023.

Further to questions from the committee, Pat Chen;

- Clarified that the report includes the crossover period when the Place directorate was still in existence during July and August 2023. The next quarterly report will reflect the new structure.
- Confirmed action is being taken to resolve all customer service issues at the earliest opportunity. A mediation service has been implemented to de-escalate grievances and attendance management cases are being effectively resolved within frontline service areas.
- Explained that work is currently taking place to manage performance concerns more swiftly. The five cases are ones progressed to the formal stages.
- Noted that performance complaints differ, in that some relate to a service area, whilst others are individual performance issues. The data presented in this report relates to the latter.

**RESOLVED** that:

1. The report be noted.

#### **4.2 Update on Senior Recruitment**

Pat Chen, Interim Director, Workforce, OD and Business Support Services, introduced the report which provided the current senior recruitment positions to senior management vacancies and the interim arrangements in place.

Further to questions from the committee, Pat Chen;

- Confirmed that executive agencies chosen are required to ensure the candidates selected increase representation and reflect the community. An equalities breakdown with costs will be submitted to the committee for review at the next meeting.

Following the report, Committee members suggested officers consider widening the search for candidates with transferable skills from other industries, such as health or law to tackle diversity. Members also reiterated that staff within the organisation be encouraged to apply for senior posts.

**RESOLVED** that:

1. An equalities breakdown with costs to be submitted to the Committee for review at the next meeting.
2. The report on the current position on the recruitment to senior management vacancies be noted.

#### **5. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT**

Pat Chen informed Committee members that Denise Radley, Corporate Director for Health and Adult Social Care, has been formally designated as the Deputy Chief Executive. The Committee congratulated Ms Radley on her appointment.

#### **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. EXEMPT MINUTES**

There were no exempt minutes.

The meeting ended at 6.57 p.m.

Chair, Councillor Bellal Uddin

Human Resources Committee