

Non-Executive Report of the:  <b>Human Resources Committee</b>  7 March 2024	
<b>Report of: Director of Director of Workforce, OD &amp; Business Support</b>	<b>Classification:</b> Unrestricted
<b>Update on Senior Recruitment</b>	

<b>Originating Officer(s)</b>	Pat Chen, Acting Director of Workforce, OD & Business Support
<b>Wards affected</b>	None

**Special Circumstances Justifying Urgent Consideration**

This report was not available for publication alongside the rest of the agenda due to waiting for confirmation of appointments and announcements about postholders leaving the council. The report should be considered at this meeting because it is important to ensure that appointments and progress to senior posts are reported. date.

**Executive Summary**

This report updates Members on recruitment to senior posts.

**Recommendations:**

The Human Resources Committee is recommended to:

- a) Note the current position on the recruitment to senior management vacancies and any interim arrangements in place.
- b) Agree the amendments to the Appointment Sub Committee procedures.

**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.
- 1.2 Section 5.2 of the Officer Employment Procedure Rules states the engagement of Chief Officers, to permanent positions or interim positions of over six

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 November 2023. This report sets out the current status of recruitment to vacant senior roles in the corporate structure. It also

### **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.

<b>Job title</b>	<b>Current arrangements</b>	<b>Comments</b>
Corporate Director Health & Adult Social Care & Deputy Chief Executive	Denise Radley has resigned. Date of leaving to be confirmed as she will remain in post until an appointment is made.	Post to be advertised March 24.
Corporate Director Housing and Regeneration	Interim cover arrangements in place – Paul Patterson	Final interviews held on 14/12/23. No permanent appointment made. Will be readvertised May/June 24.
Corporate Director Communities	Simon Baxter appointed and started on 8 January 2024	Permanent postholder now in place
Corporate Director Children's Services (DCS)	Interim cover arrangements in place – Stephen Reddy	Final interviews held on 27/11/23. No permanent appointment made. Will be readvertised March 24.
Director of Finance (Deputy S 151)	Abdulrazak Kassim started on 2 January 2024	Permanent postholder now in place
Director Public Realm	Interim cover arrangements in place – Ashraf Ali	Final interview 18/12/23. Appointment offered but candidate subsequently withdrew. Will be readvertised May/June 24.

Director Planning & Building Control	Interim cover arrangements in place – David Williams	Final interviews 16/1/24. Recruitment checks in progress. Start date TBC.
Director Culture	Interim cover arrangements in place – Raj Mistry	Final interviews 8/1/24. Jahur Ali starting on 1 April 2024.
Director Commissioning and Youth	Interim cover arrangements in place – Layla Richards	Final interviews 6/2/24. Recruitment checks in progress.
Director Property and Major Programmes	Interim cover arrangements in place – Kamran Rashid	Post and structure being reviewed
Director Growth and Economic Delivery	Interim cover arrangements in place – Ellie Kershaw	Post and structure being reviewed
Director Customer Services	Interim cover arrangements in place – Leah Sykes	Post and structure being reviewed
Director Strategy Improvement & Transformation	Interim cover arrangements in place – Robin Beattie	Post and structure being reviewed
Director of Workforce, OD & Business Support	Interim cover arrangements in place – Pat Chen	Post and structure being reviewed
Director of IT	Interim cover arrangements in place – Hemanth Shanthigrama	Post and structure being reviewed

### **3. EQUALITIES IMPLICATIONS**

- 3.1 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) to work with us on the identification of suitable candidates.

4.4 The roles are all member appointments and an Appointments Sub-Committee has been 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 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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