

Non-Executive Report of the: Human Resources Committee 16 May 2024	
Report of: Julie Lorraine, Corporate Director of Resources	Classification: Unrestricted
Update on Senior Recruitment	

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

Special circumstances justifying urgency consideration / Reasons for urgency

Work to complete this report took longer than expected. However, it is important that the committee review progress on senior officer recruitment at each meeting.

It is vital to extend interim arrangements quickly to avoid risk of leaving posts unfilled and to approve continuation of the Specialist consultancy and service contract arrangements to ensure that capacity for senior officer recruitment is maintained during a critical period of transformation.

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) Approve the extension of external interim arrangements beyond the six-month period.
- c) Approve the continuation of retained specialist consultancy service contract arrangements supporting the senior recruitment programme.

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.
- 1.3 Section 5.3 states that where an interim appointment, approved by the Chief Executive, extends beyond six months it must be approved at the next available Human Resources Committee and in any case not later than two months after the end of the extension.

2. DETAILS OF THE REPORT

2.1 Background

Human Resources Committee received an update in March 2024. This report sets out the current status of recruitment to vacant senior roles in the corporate structure. It also seeks approval to extend the interim arrangements as set out in the following table. For clarity and transparency some of the arrangements summarised below are in place on an internal “acting up bases” covered by an existing employee, rather than an externally sourced interim arrangement. For completeness both are included below

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
Corporate Director Health & Adult Social Care	Acting up arrangements in place – Somen Banerjee	Final interviews took place on 29 April 2024. Offer made; recruitment checks ongoing.

Corporate Director Children's Services (DCS)	Interim cover arrangements in place – Stephen Reddy	Final interviews took place on 23 April 2024. Offer made; recruitment checks ongoing.
Corporate Director Housing and Regeneration	Interim cover arrangements in place – Paul Patterson	Advertised April 24. Final interviews will be early June 24. Approval needed for extension to interim arrangements
Director Legal Services (Monitoring Officer)	Interim cover arrangements in place – Linda Walker	Final panel delayed due to availability of key members, pending new date.
Director Public Realm	Acting up arrangements in place – Ashraf Ali	Will be readvertised May/June 24.
Director Planning & Building Control	Sripriya Sudhakar started in post on 18 March 2024	Appointment made
Director Culture	Jahur Ali started in post on 2 April 2024.	Appointment made
Director Commissioning and Youth	Acting up arrangements in place – Layla Richards	Elements of post being reviewed
Director Growth and Economic Delivery	Acting up arrangements in place – Ellie Kershaw	Post and structure being reviewed
Director Customer Services	Acting up 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

		<i>Approval needed for extension to interim arrangements</i>
Director of Workforce, OD & Business Support	Acting up arrangements in place – Pat Chen	Post and structure being reviewed
Director of IT	Acting up arrangements in place – Hemanth Shanthigrama	Post and structure being reviewed.
Interim Director of Housing & Transformation	Interim cover arrangements in place – Tracey Grey	Post and structure being reviewed

Note: the extension of external interim arrangements beyond 6 months is requested for posts that are currently being actively recruited to or are subject to review as part of the wider organisational transformation.

2.3 Specialist consultancy and service contract arrangements.

The committee is aware of our utilisation of a specialist consultant who has been supporting our senior recruitment both permanent and externally sourced interims. placement programmes.

1) Anne-Marie Scott

Anne-Marie leads our senior appointment processes including recruitment campaigns and on boarding.

The committee's approval is sought to continue these arrangements as required until such time as our senior recruitment programme is completed and permanent post holders are successfully on-boarded into the organisation.

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 The council exercises sound best value practice and diligence in relation to senior recruitment. This has been demonstrated in practice when a post is advertised, and a decision taken not to appoint either because of emerging structural changes that could affect the post or where members consider there to be no suitable candidate. In such cases, either external interim arrangements or internal acting up arrangements maybe put in place or extended. Demonstrating the member's commitment to secure the best solution for the council rather than the swiftest or cheapest .

4.6 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.

Linked Reports, Appendices and Background Documents

Linked Report

- None

Appendices

- None

Officer contact details for documents:

- Pat Chen – pat.chen@towerhamlets.gov.uk