



Town Hall, Upper Street, London, N1 2UD

AGENDA FOR PERSONNEL SUB-COMMITTEE

A meeting of the Personnel Sub-Committee will be held in Committee Room 4, Town Hall, Upper Street, N1 2UD on **19 June 2023 at 2.00 pm.**

Enquiries to : Jonathan Moore
Tel : 020 7527 3308
E-mail : democracy@islington.gov.uk
Despatched : 9 June 2023

Membership

Councillor Anjna Khurana (Chair)
Councillor Janet Burgess MBE
Councillor Kaya Comer-Schwartz
Councillor Satnam Gill OBE
Councillor Diarmaid Ward

Substitute Members

Councillor Santiago Bell-Bradford
Councillor Rowena Champion
Councillor Roulin Khondoker
Councillor Michelline Safi Ngongo
Councillor Una O'Halloran
Councillor Nurullah Turan
Councillor John Woolf
Councillor Jenny Kay
Councillor Dave Poyser
Councillor Jilani Chowdhury
Councillor Jason Jackson

Quorum: is 3 Councillors

A.	Formal Matters	Page
1.	Apologies for absence	
2.	Declarations of Substitute Members	
3.	Declarations of Interest	
4.	Minutes of the previous meeting	1 - 2
B.	Exclusion of Press and Public	
	<p>To consider whether, in view of the nature of the remaining items on the agenda, any of them are likely to involve the disclosure of exempt or confidential information within the terms of the Access to Information Procedure rules in the Constitution and, if so, whether to exclude the press and public during discussion thereof.</p>	
5.	Shortlisting of applicants for the post of Director of Law and Governance	3 - 6

The next meeting of the Personnel Sub-Committee will be on 20 June 2023

London Borough of Islington

Personnel Sub-Committee - 15 March 2023

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 3 Town Hall, Upper Street, N1 2UD on 15 March 2023 at 5.00 pm.

Present: **Councillors:** Khurana (Chair), Burgess, Comer-Schwartz and Gill

Councillor Anjna Khurana in the Chair

154 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Cllr Diarmaid Ward.

155 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

156 DECLARATIONS OF INTEREST (Item 3)

None.

157 NON-EXEMPT MINUTES OF THE MEETINGS ON 26 JANUARY 2023, 13 FEBRUARY 2023 AND 28 FEBRUARY 2023 (Item 4)

The Non-Exempt Minutes from the meetings on 26 January, 13 February and 28 February 2023 were agreed as a correct record and the Chair was authorised to sign them.

158 IN THE MATTER OF COUNCIL EMPLOYEES (Item 5)

The Chair advised that the first two recommendations in the public report, could be considered without consideration of the exempt information and asked the Committee to keep these recommendations in mind when considering the exempt information and moved to a vote on these recommendations.

RESOLVED:

That the Committee will consider the options available to the Sub-Committee and the implications for the Council and the employees was agreed.

That the Committee will ensure that the most appropriate and reasonable outcome is achieved for the employees and the Council was agreed.

Recommendations 2.1 and 2.2 were carried.

The Chair advised that Recommendation 2.3 could not be determined without the consideration of exempt information and suggest that the Committee consider the exclusion of the press and public and return to this item. Agreed.

159 **MOTION TO EXCLUDE THE PRESS AND PUBLIC (Item 6)**

The Chair advised that in accordance with paragraph 88 of the Access to Information rules in Part 4 of the Constitution and Paragraphs 1 and 2 of Section 12 of the Local Government Act 1972, the committee must consider if the remaining agenda items should be in private.

The Chair proposed that the exempt papers under consideration relate to two individual members of staff and cannot be shared publicly and moved a motion to exclude the press and public from the remainder of the meeting.

RESOLVED:

That the press and public be excluded from the remainder of the meeting was agreed.

The motions was carried.

160 **IN THE MATTER OF COUNCIL EMPLOYEES - EXEMPT (Item 7)**

Exempt from publication.

The meeting ended at 5.50 pm

CHAIR

Resources Department
7 Newington Barrow Way, London N7 7EP

Report of: Director of Human Resources

Meeting of: Personnel Sub-Committee

Date: 19 June 2023

Ward(s): N/A

THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION

Subject: Shortlisting of applicants for the post of Director of Law and Governance

1. Synopsis

- 1.1. This report sets out the process for the shortlisting of candidates for the post of Director of Law and Governance.

2. Recommendations

- 2.1. To shortlist applicants for interview for the post of Director of Law and Governance.

3. Background

- 3.1. The Personnel Sub-Committee is asked to agree a list of candidates to be shortlisted for interview. Information relating to each application is set out in the exempt appendix.

4. Implications

4.1. Financial Implications

- 4.1.1. The salary for this post is included within existing budgets. The salary range for the post has been advertised as Grade CO2 (circa £130,000).

4.2. Legal Implications

- 4.2.1. The recruitment process is being conducted in accordance with the Council's Constitution, Part 4 Procedure Rules – Officer Employment Rules.

4.3. Environmental Implications and contribution to achieving a net zero carbon Islington by 2030

- 4.3.1. None.

4.4. Equalities Impact Assessment

- 4.4.1. The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.
- 4.4.2. Following an initial review, it has been concluded that a full Equalities Impact Assessment is not required. The recruitment process has been undertaken in accordance with the Council's established procedures.

5. Conclusion and reasons for recommendations

- 5.1. The Sub-Committee is asked to shortlist applicants for the post.

Appendices:

- Exempt Appendix – applications for consideration

Background papers:

- None

Final report clearance:

Authorised by:

Director of Human Resources

Date: 9 June 2023

Report Author: Jonathan Moore, Committee Services Manager

Tel: 020 7527 3308

Email: democracy@islington.gov.uk

This page is intentionally left blank