



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 3, Town Hall, Upper Street, N1 2UD on, **15 March 2023 at 5.00 pm.**

Enquiries to : Philippa Green
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Despatched : 7 March 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

Quorum: is 3 Councillors



A.	Formal Matters	Page
1.	Apologies for absence	
2.	Declarations of Substitute Members	
3.	Declarations of Interest	
4.	Non-exempt Minutes of the meetings on 26 January 2023, 13 February 2023 and 28 February 2023	1 - 6
B.	Matters for decision	
5.	In the matter of Council employees	7 - 10
C.	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>	
6.	Motion to exclude the press and public	
D.	Exempt agenda items	
7.	In the matter of Council employees - exempt	

London Borough of Islington

Personnel Sub-Committee - 26 January 2023

Minutes of the meeting of the Personnel Sub-Committee held at Committee Room 4, Islington Town Hall on 26 January 2023 at 9.30 am.

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

Also Present: **Councillors:** Woolf

Councillor Anjna Khurana in the Chair

138 **APOLOGIES FOR ABSENCE (Item 1)**
Apologies for absence were received from Councillor Ward.

139 **DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)**
Councillor O'Halloran substituted for Councillor Ward.

140 **DECLARATIONS OF INTEREST (Item 3)**
None.

141 **MINUTES OF THE PREVIOUS MEETING (Item 4)**

RESOLVED:

That the minutes of the previous meeting held on 11 January 2023 be agreed as a correct record and the Chair be authorised to sign them.

142 **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED:

That interviewing candidates will involve the disclosure of exempt information within the Access to Information Procedure Rules in the Constitution and that the press and public be excluded for the remainder of the meeting.

143 **APPOINTMENT OF CORPORATE DIRECTOR - HOMES AND NEIGHBOURHOODS (Item 5)**

The Committee interviewed candidates for the Corporate Director – Homes and Neighbourhoods post.

It was agreed not to make an appointment to the post at this time.

RESOLVED:

That no appointment be made to the post of Corporate Director – Homes and Neighbourhoods.

The meeting ended at 1.00 pm

CHAIR

Personnel Sub-Committee - 13 February 2023

Minutes of the meeting of the Personnel Sub-Committee held at Room 102, Town Hall, Upper Street, London N1 2UD on 13 February 2023 at 12.30 pm.

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

Councillor Anjna Khurana in the Chair

144 APOLOGIES FOR ABSENCE (Item 1)

Apologies for absence were received from Councillor Ward.

145 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor O'Halloran substituted for Councillor Ward.

146 DECLARATIONS OF INTEREST (Item 3)

None.

147 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That interviewing candidates will involve the disclosure of exempt information within the Access to Information Procedure Rules in the Constitution and that the press and public be excluded for the remainder of the meeting.

148 APPOINTMENT OF DIRECTOR OF HOUSING OPERATIONS AND DEPUTY CORPORATE DIRECTOR (Item 4)

The Sub-Committee carried out the ring-fenced interview for the post of Director of Housing Operations and Deputy Corporate Director.

RESOLVED:

- (i) That Ian Swift be appointed to the post of Director of Housing Operations and Deputy Corporate Director;
- (ii) That the salary range for the post be agreed;
- (iii) It be noted that the offer of employment is subject to the completion of the Executive notification procedure.

The meeting ended at 2.00 pm

CHAIR

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London Borough of Islington

Personnel Sub-Committee - 28 February 2023

Minutes of the meeting of the Personnel Sub-Committee held in Committee Room 4, Town Hall, Upper Street, London N1 2UD on 28 February 2023 at 10.00 am.

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

Councillor Anjna Khurana in the Chair

149 APOLOGIES FOR ABSENCE (Item 1)

None.

150 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

151 DECLARATIONS OF INTEREST (Item 3)

None.

152 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That interviewing candidates will involve the disclosure of exempt information within the Access to Information Procedure Rules in the Constitution and that the press and public be excluded for the remainder of the meeting.

153 APPOINTMENT OF DIRECTOR OF NEW BUILD HOMES AND CORPORATE LANDLORD SERVICES (Item 4)

The Sub-Committee carried out ring-fenced interviews for the Director of New Build Homes and Corporate Landlord Services post.

RESOLVED:

- (i) That Jed Young be appointed to the post of Director of New Build Homes and Corporate Landlord Services;
- (ii) That the salary range for the post be agreed;
- (iii) It be noted that the offer of employment is subject to the completion of the Executive notification procedure.

The meeting ended at 12.30 pm

CHAIR

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Resources Department
Town Hall, Upper Street, N1 2UD

Report of: Interim Director of Law and Governance and Monitoring Officer

Meeting of: Personnel Sub-Committee

Date: 15 March 2023

Ward(s): N/A

THE APPENDICES TO THIS REPORT ARE EXEMPT AND NOT FOR PUBLICATION:

The appendices to this report contain the following category of exempt information as specified in paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972, namely: 'Information relating to any individual' and 'Information which is likely to reveal the identity of an individual'.

Subject: In the matter of Council Employees

1. Synopsis

- 1.1. This report provides an update on the progress of a matter and next steps relating to employees of the Council.

2. Recommendations

- 2.1. To consider the options available to the Sub-Committee and the implications for the Council and the employees.
- 2.2. To ensure that the most appropriate and reasonable outcome is achieved for the employee and the Council.
- 2.3. To authorise the Interim Director of Law and Governance and Monitoring Officer to take the actions outlined in the exempt appendix.

3. Background

- 3.1. The purpose of this meeting is to consider various issues in relation to the employment of employees of the Council.

4. Implications

4.1. **Financial Implications**

- 4.1.1. This information is contained within the exempt appendix. The Council's s151 officer is satisfied that the costs can be contained within the Council's budget.

4.2. **Legal Implications**

- 4.2.1. Independent legal advice and external counsel's advice on the matter is that the actions proposed in the exempt appendix are appropriate.
- 4.2.2. The Personnel Sub-Committee meets as and when required. It is responsible for the Council's personnel policies and procedures, the setting of terms and conditions of employment, health and safety policies and various other personnel related matters. Full details of the committee's responsibilities are available in the Terms of Reference in the Council's Constitution.

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

- 4.3.1. None arising from the content of this report.

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. An Equalities Impact Assessment is not required in relation to this report, because the decision being sought does not have impacts on residents and the impact of the decision on the individual employees has been considered as part of the arrangements detailed in the exempt appendix.

5. Conclusion and reasons for recommendations

- 5.1. To ensure that the most appropriate and reasonable outcome is achieved for the employees and the Council.

Appendices:

- Exempt Appendices 1 and 2

Background papers:

- None.

Final report clearance:

Authorised by: Marie Rosenthal

Interim Director of Law and Governance and Monitoring Officer

Date: 6 March 2023

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