

Report of: Corporate Director of Resources

Meeting of:	Date:	Ward(s):
Policy and Performance Scrutiny Committee	30 July 2020	All

Delete as appropriate	Exempt	Non-exempt
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SUBJECT: Establishing a sub-committee of the Policy and Performance Scrutiny Committee to review oversight and scrutiny of Human Resources functions

1. Synopsis

- 1.1 The oversight and scrutiny of Human Resources (HR) functions is currently complex, with a number of reports being considered by more than one committee. It is proposed that a review be undertaken to simplify and bring more clarity to arrangements for the future.
- 1.2 The proposed sub-committee will review and may propose amendments to the arrangements for overview and scrutiny of HR functions, including the current roles of the Policy and Performance Scrutiny Committee, Audit Committee and Personnel Sub-Committee.
- 1.3 Following conclusion of the review, the sub-committee will submit a report to the Policy and Performance Scrutiny Committee. If the sub-committee makes recommendations which include alterations to the Terms of Reference of any committee, these will take effect following an update of the Council's Constitution at a subsequent meeting of the Council.

2. Recommendations

- 2.1 To agree establish the Policy and Performance (review of oversight and scrutiny of Human Resources functions) Sub-Committee for the period necessary to undertake the review.
- 2.2 To agree the Terms of Reference for the Policy and Performance (review of oversight and scrutiny of Human Resources functions) Sub-Committee attached as Appendix 1.

- 2.3 To appoint members to the Policy and Performance (review of oversight and scrutiny of Human Resources functions) Sub-Committee.

3. Background

- 3.1 The Policy and Performance Scrutiny Committee has two main roles:
- It is the council's statutory scrutiny committee and is therefore responsible considering matters relating to the financial position and performance of the council, holding the Executive to account, consideration of any called-in decisions and considering members call for action.
 - It is also the council's scrutiny review committee in relation to the Resources Dept and therefore may review and make recommendations in relation to the services within Resources.

The Policy and Performance Scrutiny Committee therefore receives a number of reports which relate to HR functions.

- 3.2 In relation to HR functions, Audit Committee (the parent committee of Personnel Sub-Committee), has an overview of senior officer recruitment and the Terms of Reference of Personnel Sub-Committee include a number of HR related responsibilities, including health and safety of staff, termination payments and responsibility for the appointment of Service Directors, Corporate Directors and making recommendations to Council on the appointment of the Chief Executive.
- 3.3 Although there is separation in these areas of responsibility, in practice a number of reports are submitted to more than one committee and reports covering some of the responsibilities within the Personnel Sub Committee have in the past been reviewed at both the Policy and Performance Scrutiny Committee and Audit Committee.

4. Implications

4.1 Financial Implications:

It is not anticipated there will be any financial implications arising from the outcomes of the review.

4.2 Legal Implications:

If any recommendations arising from the review require amendment to the Constitution, they will not be implemented until the Constitution has been updated at a meeting of the Council.

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

There are no environmental implications arising from the proposed review.

4.4 Resident Impact Assessment:

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.

Following an initial review, it was concluded that the proposed review will not have any direct impacts on residents.

5. Conclusion

- 5.1 It is recommended that the Policy and Performance Scrutiny Committee establish a sub-committee to review oversight and scrutiny of Human Resources functions.

Appendices

- Appendix 1 – Proposed Terms of Reference
- Appendix 2 – Existing Terms of Reference for Audit Committee, Personnel Sub-Committee and Policy and Performance Scrutiny Committee.

Background papers:

- None

Signed by:



22 July 2020

Corporate Director of Resources

Date

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