

Report of: Chair of the Personnel Sub-Committee

Meeting of	Date	Ward(s)
Audit Committee	31 January 2022	N/A
Delete as appropriate	Exempt	Non-exempt

Subject: Annual Report of the Personnel Sub-Committee 2021**1. Synopsis**

1.1 This report summarises the work of the Personnel Sub-Committee in 2021.

2. Recommendations

2.1 That the work of the Personnel Sub-Committee in 2021 is noted.

3. Background

3.1 The Personnel Sub-Committee is responsible for the recruitment and appointment of Corporate Directors and Service Directors in accordance with Part 4 of the Council's Constitution.

3.2 The Sub-Committee has recruited to 13 senior officer posts over the past year. This was a particularly busy year for the Sub-Committee due to the senior officer restructure in April 2021 which required recruitment exercises be carried out for several new posts. In addition, a number of senior officer vacancies arose during the year due to staff turnover, retirement and other reasons. The senior officer posts recruited to in 2021 were:

- Director of Early Intervention and Prevention
- Director of Inclusive Economy and Jobs
- Partnership Director – Fairer Together

- Corporate Director – Community Wealth Building
- Director of Adult Social Care
- Director of Climate Change and Transport
- Director of Corporate Landlord Services
- Director of Environment and Commercial Operations
- Director of Learning and Culture
- Director of Housing Property Services
- Director of Law and Governance
- Director of Young Islington
- Corporate Director of Children’s Services

3.3 The Sub-Committee held 18 formal meetings in 2021. Due to the challenges of the pandemic, the Sub-Committee was required to transition to virtual interviews for some posts. This was implemented effectively and allowed the work of the Sub-Committee to continue safely.

3.4 In addition to the above, training has also been offered to members and substitute members of the Personnel Sub-Committee to assist in them in their roles. This included an overview of employment legislation, advice on effective interview technique, and matters related to equalities, diversity and inclusion in recruitment. It is intended for this training to be offered annually.

4. Implications

4.1 Financial Implications

All senior officer recruitment activity is met from existing staffing budgets. There are no financial implications associated with this report.

4.2 Legal Implications

The senior officer recruitment process is conducted in accordance with the Council’s Constitution, Part 4 Procedure Rules – Officer Employment Rules. Appointments must be made on merit (Section 7, Local Government and Housing Act 1989).

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

None.

4.4 Equality 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.

This report relates to the work of the Personnel Sub-Committee and senior officer recruitment over the past year. The Sub-Committee has due regard to equalities matters when carrying out its role. An Equality Impact Assessment is not required in relation to this annual update report.

It is the policy of Islington Council that no present or future employee or job applicant receives less favourable treatment on the grounds of their sex, perceived or actual sexual orientation, marital status, race, religion or belief, age, creed, colour, nationality, national origin, ethnic origin, or disability, or on the grounds of their association with someone in one of these groups; nor is disadvantaged by any conditions or requirements which cannot be shown to be justified. The Council welcomes applications from Black and Minority Ethnic candidates and acknowledges its responsibility to mitigate against racial discrimination.

5. Conclusion and reasons for recommendations

The Audit Committee is asked to note the work of the Personnel Sub-Committee over the previous year.

Appendices:

- None.

Background papers:

- None.

Final report clearance:

Signed by:

Chair of the Personnel Sub-Committee

Date

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