

Town Hall, Upper Street
London N1 2UD

Report of: Chair of the Personnel Sub-Committee

Meeting of: Audit Committee

Date: 30 January 2023

Ward(s): None

Subject: Annual Report of the Personnel Sub-Committee 2022

1. Synopsis

This report summarises the work of the Personnel Sub-Committee in 2022.

2. Recommendation

To note the work of the Personnel Sub-Committee in 2022.

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 recruited to one post over the last year; two meetings were held to both shortlist and interview for the Director of Strategic Commissioning and Investment post.
- 3.3 In relation to the current year, the Sub-Committee is currently recruiting to the vacant Corporate Director – Homes and Neighbourhoods post. Other meetings will be convened as and when senior officer recruitment activity is required.
- 3.4 The Chair of the Sub-Committee meets with the Director of HR and Chief Executive on a quarterly basis to review upcoming senior officer recruitment activity and to review any key workforce metrics.
- 3.5 Training has previously been provided to members of the Personnel Sub-Committee. It is intended to discuss training requirements with the Sub-Committee members following

Annual Council in May and offer another training session if required. If Executive Members have not been trained and are participating in a Sub-Committee meeting for an appointment within their portfolio prior to Annual Council, this will be held on a 1:1 basis.

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

There are no known environmental implications.

4.4 Equalities 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.

An Equality Impact Assessment is not required in relation to this annual update report. 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.

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.

Final report clearance:

Signed by:

Chair of the Personnel Sub-Committee

Date:

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