Decisions of the Constitution and General Purposes Committee

12 January 2023

Members Present:-

Councillor Barry Rawlings (Chair)

Councillor Geof Cooke	Councillor Laithe Jajeh
Councillor Ammar Naqvi	Councillor Elliot Simberg
Councillor Ernest Ambe	Councillor Linda Lusingu
Councillor Paul Lemon	(Substitute for Councillor Alison Moore)

Apologies for Absence:

Councillor Alison Moore

1.   MINUTES

RESOLVED that the minutes of the meeting held on 6 October 2022 be agreed as a correct record.

2.   ABSENCE OF MEMBERS

Apologies had been received from Councillor Moore who was absent on Mayoral duties and had been substituted by Councillor Lusingu.

Councillor Gordon attended due to the current vacancy arising from the passing of Councillor Melvin Cohen.

3.   DISCLOSABLE PECUNIARY INTERESTS AND NON PECUNIARY INTERESTS

None.

4.   REPORT OF THE MONITORING OFFICER (IF ANY)

None.

5.   PUBLIC QUESTION AND COMMENTS (IF ANY)

None.

6.   MEMBERS ITEM (IF ANY)

None.

7. **ASSISTANT DIRECTOR FINANCE RECRUITMENT**

The Assistant Director Human Resources and Organisational Development, Jon Bell, presented a report which sought approval to advertise and recruit to the vacant post of Assistant Director Finance in Strategy and Resources.

RESOLVED that the Committee:

1. **Approves the advertising of and recruitment to the post of Assistant Director Finance.**

2. **Notes that appointment to the post has followed the Council's normal HR procedures.**

8. **ASSISTANT DIRECTOR DEVELOPMENT AND ECONOMY TEMPORARY RECRUITMENT**

The Assistant Director Human Resources and Organisational Development, Jon Bell, presented a report which sought approval to extend the temporary contract of the Interim Assistant Director Development and Economy until June 2023 to backfill the secondment period of the postholder to cover the post of Director, Brent Cross.

RESOLVED that the Committee:

1. **Approves the extension of the temporary contract of the Interim Assistant Director Development and Economy until June 2023 to backfill the secondment period of the postholder to cover the post of Director, Brent Cross.**

2. **Delegates authority to the Director of Growth to extend the contract again if necessary because of further extensions of the secondment of the permanent postholder.**

9. **PAY POLICY STATEMENT 2023/24**

The Assistant Director Human Resources and Organisational Development, Jon Bell, presented the Pay Policy Statement 2023/24. Following debate, it was

RESOLVED that the Committee:

1. **Approves the Pay Policy Statement 2023/24 as attached at Appendix A to the report to Council on 28 February 2023.**

2. **Request that the Human Resource Policy and Reward Lead send the committee members information on the Ethnicity Pay Gap.**

10. **MEMBER DEVELOPMENT PROGRAMME 2022 - 2026 AND CHARTER PLUS ACTION PLAN**

The Head of Governance, Andrew Charlwood, presented a report which updated the Committee on the implementation of the Member Development Programme 2022 – 2026 and progress against towards assessment for Charter+ (Plus) status.

RESOLVED that the Committee:

1. **Note the sessions delivered since October 2022 as set out in Appendix A.**

2. **Agree the forward plan of Member Development sessions as set out in Appendix B.**

3. **Note the progress towards assessment for Charter+ (Plus) status in 2022/23 and progress as detailed in the Action Plan.**

4. **Agree funding from the Member Development budget of up to £12,500 to use South-East Employers for Councillors Personal Development Plans.**

11. **GOVERNANCE REVIEW UPDATE REPORT**

The Head of Governance, Andrew Charlwood, presented a report which updated the Committee on the Governance Review project.

RESOLVED that the Committee note the progress of the Governance Review as set out in the report.

12. **FORWARD WORK PROGRAMME**

The Committee considered the Forward Work Programme. It was noted that the Review of Polling Districts, Polling Places and Polling Stations would need to be postponed into the new municipal year.

RESOLVED that the Committee Work Programme be noted subject to the amendment set out above.

The meeting finished at 7.54 pm