



Establishment Committee

Date: FRIDAY, 15 OCTOBER 2021
Time: 10.30 am
Venue: COMMITTEE ROOM - 2ND FLOOR WEST WING, GUILDHALL

Members: Tracey Graham (Chair)
Deputy Edward Lord (Deputy Chair)
Randall Anderson
Deputy Keith Bottomley
Alderman Sir Charles Bowman
Henry Colthurst
Karina Dostalova
Deputy Kevin Everett
The Revd Stephen Haines
Christopher Hayward
Deputy Jamie Ingham Clark
Jeremy Mayhew
Deputy Richard Regan
Deputy Elizabeth Rogula
Ruby Sayed
Deputy Tom Sleigh
Deputy Philip Woodhouse

Enquiries: John Cater
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Lunch will be available for Members (upon request) in the Guildhall Club
Please note that this meeting will be live streamed to: https://youtu.be/82fma4_chks

John Barradell
Town Clerk

AGENDA

Part 1 - Public Agenda

1. APOLOGIES

2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

3. MINUTES

To agree the public minutes of the meeting held on 8th September 2021.

For Decision
(Pages 7 - 14)

4. OUTSTANDING ACTIONS REPORT

Report of the Town Clerk.

For Information
(Pages 15 - 16)

5. SECURING TARGET OPERATING MODEL SAVINGS: 2021/22 PROGRESS, UPDATE ON THE IDENTIFICATION OF PERMANENT SAVINGS.

Report of the Chamberlain.

For Information
(Pages 17 - 26)

6. TOM CLS PILOT - HR PROPOSALS TO ACHIEVE GREATER LOCAL DELEGATIONS

Report of the Chief Operating Officer.

For Decision
(Pages 27 - 34)

7. EDI AND STONEWALL - UPDATE

Report of the Chief Operating Officer.

For Information
(Pages 35 - 74)

8. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

9. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

10. EXCLUSION OF THE PUBLIC

MOTION - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

11. NON-PUBLIC MINUTES

To agree the non-public minutes of the meeting held on 8th September 2021.

For Decision
(Pages 75 - 76)

12. OUTSTANDING ACTIONS REPORT

Report of the Town Clerk.

For Information
(Pages 77 - 78)

13. TARGET OPERATING MODEL - UPDATE ON PROGRESS

Report of the TOM Programme Director.

For Information
(Pages 79 - 92)

14. SENIOR OFFICER RECRUITMENT - EXECUTIVE DIRECTOR OF HUMAN RESOURCES

Report of the Chief Operating Officer.

For Decision
(Pages 93 - 96)

15. NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

16. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

Part 3 - Confidential Agenda

17. CONFIDENTIAL MINUTES

To agree the Confidential minutes of the last meeting held on 8th September 2021.

For Decision

18. OUTSTANDING ACTIONS

Report of the Town Clerk.

For Information

19. REMEMBRANCER - TOM PROPOSALS

Report of the Remembrancer.

For Decision

20. BRIDGE HOUSE ESTATES - TOM PROPOSALS

Report of the Managing Director of Bridge House Estates.

For Decision

21. GOVERNANCE REVIEW & TARGET OPERATING MODEL: INSTITUTIONS

Report of the Town Clerk.

For Information

22. STAFFING MATTER - LONDON METROPOLITAN ARCHIVE

Report of the Town Clerk.

For Decision

23. HONORARIUM - TOWN CLERK'S DEPARTMENT

Report of the Town Clerk.

For Decision

24. PAY AWARD UPDATE

Report of the Executive Director of Human Resources.

For Information

25. TOM PROGRAMME - HR ORGANISATION DESIGN

Report of the Executive Director of Human Resources and the Chief Operating Officer.

For Discussion

26. TOWN CLERK'S UPDATE

The Town Clerk to be heard.

For Information