

CORPORATE SERVICES COMMITTEE
Monday, 31 January 2022

Minutes of the meeting of the Corporate Services Committee held at Guildhall on
Monday, 31 January 2022 at 10.00 am

Present

Members:

Tracey Graham (Chair)
Deputy Edward Lord (Deputy Chair)
Deputy Randall Anderson
Deputy Keith Bottomley
Deputy Kevin Everett
Deputy Christopher Hayward
Deputy Jamie Ingham Clark
James Tumbridge

Officers:

| | |
|---------------------|----------------------------------|
| John Barradell | - Town Clerk and Chief Executive |
| Emma Moore | - Chief Operating Officer |
| Michael Cogher | - Comptroller and City Solicitor |
| Paul Wilkinson | - City Surveyor |
| Janet Fortune | - Human Resources |
| Tracey Jansen | - Human Resources |
| Caroline Al-Beyerty | - The Chamberlain |
| Peter Lisley | - Assistant Town Clerk |
| Emma Cunnington | - Town Clerk's Department |
| Greg Moore | - Assistant Town Clerk |
| Sean Green | - IT Director |
| John Cater | - Committee Clerk |
| Sandeep Dwesar | - Barbican Centre |

1. APOLOGIES

Apologies for absence were received from Henry Colthurst and Jeremy Mayhew.

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

There were no declarations of interest.

3. HR BUSINESS PLAN - TARGETS

The Committee considered a Report of the interim Executive Director of Human Resources.

In response to a query, officers confirmed that both a heat map and a sharper focus on target scores would be outlined in future iterations of the Plan.

Whilst the interim Executive Director acknowledged that it had been agreed at a corporate level that the specific Brexit risk should be removed, skills shortages

remained a critical factor for the organisation as whole and should be given high profile prominence when it came to risks. Members accepted this and suggested that the Brexit risk should be renamed as skills shortages risk.

RESOLVED –That the Committee approved the Human Resources Departmental Business Plan for the for 2022/23.

4. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

Questions were raised as follows -

The Deputy Chair asked that, given recent negative experiences with some of our recruitment consultants, the recruitment panels, which currently have wide leeway when it came to using consultants, should have a framework in place to choose from a limited select group of preferred consultants for all recruitment (excluding existing arrangements with Hayes).

The Chief Operating Officer informed Members that she would bring a Report back to the Committee.

Secondly, the Deputy Chair asked whether, for certain senior roles, offering fixed-term contracts as opposed to permanent contracts would be a more optimal solution.

The interim Executive Director responded that offering fixed-term contracts, whilst beneficial when it came to having the opportunity to refresh the senior leadership team at appropriate intervals to avoid burn out and bring fresh ideas, would mean that the City would be “fishing in a different candidate pool” and would potentially change the type of profile of candidate that the organisation is able to attract.

Members asked officers to bring a Report back to the Committee for later in 2022 outlining options.

5. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

There were no urgent items.

6. **EXCLUSION OF THE PUBLIC**

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

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

There were no non-public questions.

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

There were no items of urgent business.

9. **TOM TEAM UPDATE ON ENABLING FUNCTIONS**

The Committee received a Report of the Target Operating Model (TOM) Programme Manager concerning the current status and plans for Enabling Functions

10. **TOM PROPOSAL - CITY SURVEYOR'S DEPARTMENT (CENTRAL CRIMINAL COURT & ENABLING SERVICES)**

The Committee considered a Report of the City Surveyor concerning the City Surveyor's Department's (CSD) Target Operating Model (TOM) proposals for teams/functions that have yet to be reviewed in accordance with the TOM Design Principles.

11. **TOM & GOVERNANCE REVIEW: BARBICAN CENTRE**

The Committee considered a Report of the Joint Interim Managing Directors of the Barbican Centre concerning the Target Operating Model Phase 1 proposals for the Barbican Centre.

12. **TOM PROPOSALS FOR IT**

The Committee considered a Report of the Chief Operating Officer concerning the Target Operating Model proposals for the IT Division.

13. **TOWN CLERK'S UPDATE**

The Town Clerk raised two items.

The meeting ended at 11.30 am

Chair

John Cater
john.cater@cityoflondon.gov.uk