

HUMAN RESOURCES AND COUNCIL TAX COMMITTEE

23 OCTOBER 2019

REPORT OF DEPUTY CHIEF EXECUTIVE (CORPORATE SERVICES)

A.5 HUMAN RESOURCES SUB-COMMITTEE PANEL – APPOINTMENT OF THE NAMED SUB-COMMITTEE MEMBER AND NAMED SUBSTITUTE SUB-COMMITTEE MEMBER FROM AN OPPOSITION GROUP

(Report prepared by Ian Ford)

PART 1 – KEY INFORMATION

PURPOSE OF THE REPORT

To enable the Committee to appoint a named member and a named substitute member from an opposition group to serve on the Human Resources Sub-Committee Panel.

BACKGROUND

The former Human Resources Committee, at its meeting held on 15 November 2016 (Minute 14 refers) considered a joint report by the Chief Executive and the Monitoring Officer, which provided that Committee with details of changes to the Officer Employment Procedure Rules.

The Officers' report had recommended that a Sub-Committee Panel of the Human Resources Committee be constituted to form part of the recruitment, dismissal and disciplinary process for the appointment of Senior Officers. This included the Chief Executive and other Statutory Chief Officers (Section 151 and Monitoring Officer posts), Chief Officer posts (Corporate Directors) and all Deputy Chief Officers (Heads of Service).

That report had also recommended that the Panel would undertake the final interview of those applicants for Senior Officer posts who had successfully been shortlisted and had undertaken the necessary technical interviews and assessments. The Panel would be a formally constituted sub-committee of the Human Resources Committee, established by the Council. It was proposed that the Panel should comprise of three members. At least one was required by legislation to be a member of the Cabinet, (to be appointed by the Leader at the appropriate time) however, it was suggested that this could be the relevant Portfolio Holder for the service concerned. The Panel should also include the Chairman (or failing him/her the Vice-Chairman) of the Human Resources Committee and a named Committee member from an opposition group (full Council would appoint the named individual).

After due consideration of the whole report the Committee had:-

“RECOMMENDED TO COUNCIL that:

- (a) a sub-committee of Human Resources Committee be formed to act as a Panel and to discharge the functions as set out in the report;*

- (b) the terms of reference of the Human Resources Committee be amended to include the function of the sub-committee Panel;*
- (c) the requirements of political balance be dispensed with for the sub-committee Panel;*
- (d) a named committee member (and a named substitute committee member) from an opposition group be appointed;*
- (e) authority be delegated to the Monitoring Officer to amend the Council's Constitution in accordance with the formation of the Human Resources sub-committee and any necessary consequential changes applying to the Articles, Terms of Reference and Officer Employment Procedure Rules relating to the appointment and dismissal of relevant Officers; and*
- (f) the Human Resources Policies and Procedures be amended, as necessary, to reflect any changes required based on the principles in the report."*

Full Council had considered the above recommendations at its meeting held on 29 November 2016 (Minute 101 refers) and had, inter alia, **RESOLVED:-**

"(b) that the recommendations to Council, as contained in Minute 14 of the Human Resources Committee of 15 November 2016, be approved, subject to Councillor Calver and Councillor Bray being appointed as the named committee member and the named substitute committee member from an opposition group respectively."

Following the District Council Elections held in May this year the Committee is now required to re-appoint the named committee member and the named substitute committee member from an opposition group.

In making these appointments the Committee is permitted to choose from the following four opposition group members of the Committee:-

Councillor Garry Calver
 Councillor Paul Clifton
 Councillor Pam Morrison
 Councillor Mark Stephenson

RECOMMENDATION(S)

It is recommended that the Committee -

- (a) appoints one of Councillor Calver or Councillor Clifton or Councillor Morrison or Councillor Stephenson to be the named committee member from an opposition group on the Human Resources Sub-Committee Panel; and**
- (b) subject to (a) above, appoints one of Councillor Calver or Councillor Clifton or Councillor Morrison or Councillor Stephenson to be the named substitute committee member from an opposition group on the Human Resources Sub-Committee Panel.**