

Report of the City Solicitor

Report to the Employment Committee

Date: 23rd May 2019

Subject: Governance Arrangements Regarding Recruitment to the Position of Chief Officer Human Resources

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

1 Purpose of this report

- 1.1 The Employment Committee has been established by full council to 'appoint or dismiss or take disciplinary action against' those senior officers, as defined within the Officer Employment Procedure Rules and the Committee's Terms of Reference.
- 1.2 The purpose of this report is to provide Members with an overview of the governance arrangements and format for this specific Employment Committee which will have responsibility for the recruitment to the post of Chief Officer Human Resources.

2 Main issues

- 2.1 Quorum & Membership – The Constitution requires that the membership of an Employment Committee be a minimum of 3 and must include one member of the Executive. The Committee which undertook the longlisting exercise on 8th May 2019 was a Committee of 4 (3 Labour & 1 Conservative Member), in line with the Council's political composition for 2018/19. However, in order to reflect the change to the political composition of the Council as a result of the recent local elections, the Committee has been reconstituted for the latter 2 stages of the process, so that it is now a Committee of 6 (4 Labour, 1 Conservative & 1 Liberal Democrat).

Labour	Conservative	Liberal Democrat
4	1	1

2.2 Members are asked to also note that the quorum for an Employment Committee is 2 Members, including 1 Member of the Executive Board.

2.3 Meeting Adjournments - With the Longlisting session having already been completed, this recruitment exercise will require a further two sessions; including one session for shortlisting (23rd May 2019) and a formal interview session (18th June 2019). The Employment Committee meeting will be formally adjourned at the conclusion of each session and then reconvened at the commencement of the next. Interim minutes will be produced at the end of each stage and a final minute published at the conclusion of the recruitment exercise.

2.4 Exempt information The Council's Access to Information Procedure Rules allow for a Committee to resolve to exclude the public and press from those parts of the meeting where it is likely that in view of the nature of the business to be transacted, confidential or 'exempt' information will be disclosed and that the Committee deems that maintaining the exemption outweighs the public interest in disclosing the information. Given the nature of the information being considered as part of this recruitment exercise it will be necessary for the committee to consider making such a resolution prior to considering the information contained within agenda item 7.

2.5 Officer Employment Procedure Rules Attached at Appendix A are the Officer Employment Procedure Rule, the committee must conduct proceedings and make decisions in accordance with these rules.

3 Corporate Considerations

3.1 Consultation and Engagement

3.1.1 The necessary consultation has been undertaken with relevant legal officers upon the decision making processes, as outlined within this report.

3.1.2 At the commencement of each Employment Committee cycle, the relevant Group Whips are consulted upon the membership arrangements for that Committee.

3.2 Equality and Diversity / Cohesion and Integration

3.2.1 No implications

3.3 Council policies and City Priorities

3.3.1 The aim of this report, which is to ensure consistency and transparency of decision making throughout each Employment Committee recruitment process

supports the ambition to be “The Best City and Best Council” and is consistent with Council values.

3.4 Resources and value for money

No implications

3.5 Legal Implications, Access to Information and Call In

3.5.1 The aim of this report is to inform Members of the Constitutional and legal requirements are met as part of the Employment Committee decision making process.

3.5.2 The Council’s Access to Information Procedure Rules allow for a Committee to resolve to exclude the public and press from those parts of the meeting where it is likely that in view of the nature of the business to be transacted, confidential or ‘exempt’ information will be disclosed and that the Committee deems that maintaining the exemption outweighs the public interest in disclosing the information. Given the nature of the matters considered by Employment Committee, this report provides Members with background and guidance on the consideration and disclosure of exempt and confidential information.

3.5.3 The report is not subject to Call In.

3.6 Risk Management

3.6.1 The purpose of this report is to minimise any risks around the Committee’s decision making processes and to ensure that the Committee’s decisions are taken in line with all Constitutional and legal requirements.

4 Conclusions

4.1 This report provides Members with an overview of the governance arrangements and format for the Employment Committee.

5 Recommendations

The Committee is recommended to note:-

- (i) The governance arrangements and format relating to the Employment Committee;
- (ii) The Council’s requirements regarding the consideration and disclosure of confidential and ‘exempt’ information,

6 Background documents¹

6.1 None

¹ The background documents listed in this section are available to download from the Council’s website, unless they contain confidential or exempt information. The list of background documents does not include published works.