
Urgency Committee

20th March 2007

Report of the Director, People and Improvement

Appointments Committee for the Head of Human Resources

Summary

1. This report seeks formal support to proceed with the appointment of a Head of Human Resources and approval for the membership of an Appointments Committee for the post within the Chief Executive's Directorate.
2. The report is being considered at an Urgency Committee because of the need to stabilise the current interim arrangements, to enable the Directorate to operate effectively, and to avoid any further delay.

Background

3. Standing Order 40 (c) (1) of the Council's Constitution requires that an Appointments Committee, including at least one member of the Executive, interviews all qualified applicants for Chief Officer posts or selects a shortlist of such applicants and interview those on this shortlist.
4. The Appointments Committee will be constituted on a proportional basis (2:1). This will mean that there will be two Liberal Democrat members and one Labour member.

Consultation

5. The Leader and Opposition Leader have agreed to consider this item at an Urgency Committee. Consultation has taken place with the two largest political groups, through their group secretaries, regarding their nominations to the Appointments Committee.

Options

6. There are no alternative options for Members to consider, other than simply not proceeding with the establishment of an Appointments Committee at this stage, which would delay any subsequent appointment.

Analysis

7. The creation of an Appointments Committee will allow the appointment process to progress without delay and the post to be filled, allowing the Directorate to operate effectively.

Corporate Priorities

8. Making an appointment to the post of Head of Human Resources will contribute to our Corporate Priorities relating to improving organisational effectiveness:
 - Improve our focus on the needs of customers and residents in designing and providing services;
 - Improve leadership at all levels to provide clear, consistent direction to the organisation;
 - Improve the way the Council and its partners work together to deliver better services for the people who live in York;
 - Improve efficiency and reduce waste to free-up more resources.

Implications

9. The following implications have been considered:
 - **Financial** – The Directorate will bear the cost of this post within current resource.
 - **Human Resources (HR)** – The creation of an Appointments Committee is in line with the constitutional requirements for the recruitment and appointment of Chief Officers.
 - **Equalities** – There are no equalities implications.
 - **Legal** – The creation of an Appointments Committee is not one of the functions reserved to Full Council by law and therefore can be carried out by Urgency Committee.
 - **Crime and Disorder** – There are no crime and disorder implications.
 - **Information Technology (IT)** – There are no IT implications.
 - **Property** – There are no property implications.
 - **Other** – There are no other implications.

Risk Management

10. There are no known risks associated with the recommendations of this report.

Recommendations

11. Members are asked to agree:

That an Appointments Committee be created for the post of Head of Human Resources

Reason: To stabilise the current interim arrangements, to enable the Directorate to operate effectively, and to avoid any further delay.

Contact Details

Author:

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**Director, People
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Chief Officer Responsible for the report:

Heather Rice

and Director, People and Improvement

Report Approved

Date 12th March 2007

Specialist Implications Officer(s)

Legal: Suzan Hemingway, Head of Civic, Democratic & Legal Services

Human Resources: Chris Tissiman, HR Corporate Development Manager
(Acting)

Finance: Patrick Looker, Finance Manager

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

None.

Annexes

None.