
Staffing Matters & Urgency Committee

30 April 2012

Report of the Chief Executive

Appointments Committee for Director of City & Environmental Services – Revised Membership

Summary

1. At its meeting on 16 April 2012, this Committee agreed to establish an Appointments Committee for the post of Director of City & Environmental Services and to delegate sufficient powers to that Committee to enable it to conduct the recruitment process, select and appoint a candidate. This report suggests a revised membership for that Appointments Sub-Committee, in the light of further representations and in an effort to remain consistent with previous practice regarding the appointment of Directors.

Background

2. As reported to this Committee previously, the Council's Constitution allows for an Appointments Committee, including at least one member of the Cabinet, to shortlist and interview applicants for a Director post and to determine who should be offered the vacant post.
3. It is requested that this Appointments Committee be re-constituted on a 3:1:1 basis, as opposed to a 2:1 basis as recommended to and agreed at the last meeting. This will mean that there will be three Labour members, one Conservative and one Liberal Democrat Member.
4. Following the last meeting of Staffing & Urgency Committee, the Council Leader received representations from the Leader of the Liberal Democrat Group regarding the composition of the Appointments Committee for the Director of City & Environmental Services. Whilst Appointment Committees for recent various Assistant Director posts were established on a 2(Labour):1 (Opposition Group) basis, it would be fair to say that Appointments

Committees for previous Director posts have comprised more Members, in view of the strategic level of the position. Extending the membership of the Appointments Committee is an option open to this Staffing & Urgency Committee. This would be more consistent with previous practice for appointments at Director level and would achieve a wider cross-party involvement. Equally, it will increase accountability and confidence in the appointment process for this significant and strategic post.

Consultation

5. Since the last meeting of this Committee, further feedback has been received from Groups on the composition of the Sub-Committee and in light of the comments made in paragraph 3 above, the proposal to revise the membership and composition is now contained within this report.

Options/Analysis

6. Members have the option to revise the composition as set out in this report to 3:1:1 or to adhere to the previously agreed membership of 2:1.

Council Plan

7. Making an appointment to this post will contribute to delivering the Council Plan and its priorities, in particular Get York Moving and Protect the Environment.

Implications

8. There are no direct financial or HR implications arising from the recommendation to review composition of the Appointments Committee. There may well be practicalities associated with agreeing dates, times, locations of the Appointments Committee, given the suggested increase in membership. However, the benefits of widening representation on the Appointments Committee are considered to outweigh the logistical problems.
9. **Legal** – The Appointments Committee is created pursuant to S.102 (1)(c) of the Local Government Act 1972 and its terms of reference are to exercise the functions of the Council in relation to the selection and appointment of the successful applicant in respect of the vacant post Director of City & Environmental

Services. The proceedings of the Appointments Committee are likely to be held mainly in exempt session due to the nature of the information that it will be considering.

In circumstances where the appointing committee agrees, without any member voting against, S.17 of the Local Government & Housing Act 1989 provides that the distribution of seats on a sub-committee need not comply with the political balance requirements contained in Part 1 of that Act.

The process of appointing officers of this level is regulated by the Local Authority (Standing Orders) (England) Regulations 2001. Amongst other things, these regulations require that an appointment committee must include at least one member of the Cabinet and further, that no formal offer of appointment may be made until all members of the Cabinet have been informed of the details of the intended appointee, and have raised no objection within the specified period, (usually 5 clear days).

- **Crime and Disorder** – There are not crime and disorder implications.
- **Information Technology (IT)** – There are no IT implications.
- **Property** – There are no property implications.
- **Other** – There are not other implications.

Risk Management

10. There are no known risks associated with the recommendations of this report. It is suggested that widening the composition of the Appointments Committee will improve confidence in the overall decision making process in this recruitment exercise.

Recommendation

11. It is recommended that Staffing & Urgency Committee agree to reconstitute the Appointments Committee for the Director of City & Environmental Services on a 3 (Labour): 1 (Conservative); and 1 (Liberal Democrat) basis

Reason: To progress appointment to the post of Director of City & Environmental Services.

Contact Details

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Report Approved



Date 19th April 2012

Specialist Implications Officer(s)

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Wards Affected:

All ☒

For further information please contact the author of the report

Background Papers:

6 December 2011 – Report to Cabinet: Organisation Review 2011

3 April 2012 – Report to Cabinet: Recruitment to the roles of Director of Public Health & Wellbeing and Director of City & Environmental Services

16 April 2012 – Report to Staffing & Urgency Committee on Appointments Committee for Director of City & Environmental Services

Appendix:

None