

## CITY COUNCIL – 7 MARCH 2011

### REPORT OF THE PORTFOLIO HOLDER FOR EMPLOYMENT AND SKILLS

#### OFFICER EMPLOYMENT PROCEDURE RULES

##### **1 SUMMARY**

- 1.1 This report recommends a temporary waiver of provisions within the City Council's Officer Employment Procedure Rules to avoid delay in the appointment to the post of Corporate Director of Communities

##### **2 RECOMMENDATIONS**

- 2.1 It is recommended that Council vary Rule 2.1 of the Officer Employment Procedure Rules, for the purposes only of the appointment of the Corporate Director of Communities and the terms of reference for the Appointment and Conditions of Service Committee, to enable that Committee to offer the preferred candidate the post on terms determined by that Committee.

##### **3 REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)**

- 3.1 The proposal will avoid a delay in recruitment to this post, in the event of the cancellation of the April Council meeting.

##### **4 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS**

- 4.1 It is possible to wait for the next full Council meeting, but this would involve a substantial delay in recruitment.

##### **5 BACKGROUND**

- 5.1 The Officer Employment Procedure Rules form part of the City Council's Constitution and make provision for the manner of appointments of Corporate Directors, and other officers. The Rules are an amalgam of statutory requirements and discretionary elements adopted by the City Council. Amongst the discretionary elements are requirements for all Corporate Director

appointments to be made by the full Council. A recruitment exercise is currently underway for the post of Corporate Director of Communities. In the event that the April Council meeting is cancelled, there would be significant delay in making a recommendation to Council for an appointment to the post, as the final interviews are scheduled for 21 March 2011. To avoid this, it is recommended that the Rules and Committee terms of reference are varied, for this appointment only, to enable the Appointments and Conditions of Service Committee, instead of full Council, to offer the preferred candidate the post.

**6 FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY)**

6.1 None.

**7 RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS, CRIME AND DISORDER ACT IMPLICATIONS AND EQUALITY AND DIVERSITY IMPLICATIONS)**

7.1 The Rules reflect, in part, statutory requirements but for this appointment are capable of being varied in the manner recommended.

**8 EQUALITY IMPACT ASSESSMENT (EIA)**

8.1 Not applicable.

**9 LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION**

9.1 None.

**10 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

10.1 None

**COUNCILLOR HASSAN AHMED  
PORTFOLIO HOLDER FOR EMPLOYMENT AND SKILLS**