

EAST RENFREWSHIRE COUNCIL30 June 2021Report by Deputy Chief ExecutiveAMENDMENT TO MEMBERSHIP OF APPOINTMENTS COMMITTEE**PURPOSE OF REPORT**

1. The purpose of this report is to ask the Council to homologate the decision taken to amend the membership of the Appointments Committee for its meeting on 20 May 2021 and to review the recruitment process of Chief Officers.

**RECOMMENDATION**

2. That the Council:
- a) Homologates the decision to amend the membership of the Appointments Committee.
  - b) Considers the proposal for Head of Service recruitment to be carried out by Council officers. The recruitment process for Chief Executive and Director posts would remain unchanged.

**APPOINTMENTS COMMITTEE**

3. The Appointments Committee for the Head of Education Services Provision and Resources interview was scheduled to take place on Friday 14 May 2021.
4. Due to other commitments insufficient members of the committee were able to attend and the committee was subsequently rescheduled to take place on Thursday 20 May 2021. Unfortunately after this date was arranged, with interview notification having been issued, further unavoidable commitments meant that only 2 members of the committee were able to attend on the day. In order to allow the meeting to proceed without further cancellation, Provost Fletcher was appointed as a replacement for Councillor O’Kane. This enabled the interview process to go ahead as scheduled.
5. In view of the timing of the meeting of the committee it was not possible to submit a report to the Council prior to the meeting taking place although the Chair and Leader were informed of steps being taken. Homologation of the decision to replace Councillor O’Kane with Provost Fletcher is now sought.

**CHIEF OFFICER RECRUITMENT**

6. Currently Elected Members are involved in all Chief Officer recruitment which includes recruitment of Chief Executive, Director and Head of Service roles. Appointments Committees set up to process these recruitments consist of 5 Elected Members with a quorum of 3 required to proceed.

7. In recent recruitments there have been issues securing the required quorum of 3 Elected Members due to workload across the Elected Members leading to time constraints.

8. During recruitment exercises the shortleeting and interview dates are published when the post is advertised. It is important when recruitment dates are set that they go ahead as planned to promote the Council's reputation and engage candidates through the process.

9. Due to current restrictions on Elected Member time Council is asked to consider an alternative approach to Chief Officer recruitment and for any Head of Service appointments to be carried out by officers only. This recruitment would be led by the recruiting officer who would be the Director. This alternative approach could be considered for the remainder of this Council's term and the process could then be re-visited in the new Council term.

## **RECOMMENDATION**

10. That the Council

- a) Homologates the decision to amend the membership of the Appointments Committee.
- b) Considers the proposal for Head of Service recruitment to be carried out by Council officers. The recruitment process for Chief Executive and Director posts would remain unchanged.

### **REPORT AUTHOR:**

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