

# Full Council

7<sup>th</sup> September 2021



**Report of:** Human Resources Committee

**Title:** Selection Committee - Size and Composition

**Ward:** City Wide

**Member Presenting Report:** Councillor Tim Wye – Chair of Human Resources Committee

## Recommendation

That Council approve the reduction in the size of the Selection Committee from 9 to 6 members as recommended by the Human Resources Committee.

## Summary

At the Annual Meeting of the Council held on 25th May 2021, the Selection Committee was established as a 9-member committee.

A committee of 9 councillors is considered to be too large a committee to undertake the effective recruitment and selection of senior leaders.

The Human Resources Committee at its meeting on 22 July 2021 considered and unanimously endorsed the proposal to recommend to Council a reduction in the size of the Selection Committee 9 to 6 members.



## **Policy**

1. The recruitment and selection of Directors, Executive Directors and the Chief Executive are made by the Selection Committee in accordance with the Council's constitution and officer employment rules. Full Council determines the size of the Selection Committee.

## **Consultation**

### **Internal**

2. The proposed change has been discussed and agreed with the Party Group Whips.

### **External**

3. Not applicable.

## **Context**

4. At the Annual Meeting of the Council held on 25th May 2021, the Selection Committee was established as a 9-member committee. This has been the subject of recent review by officers and discussion with Party Group Leads on the committee.
5. It is considered that a committee of 9 is too large and above all will not provide a good experience for candidates who are interviewed for senior roles in the organisation.
6. Reducing the size of the committee by a third to 6 members is considered to be much more appropriate and enables the committee to remain politically balanced.

## **Proposal**

7. That Council approve the reduction in the size of the Selection Committee from 9 to 6 members as recommended by the Human Resources Committee.

## **Other Options Considered**

8. The option of retaining the Committee at its currently constituted size was considered but has been discounted for the reasons set out in the report.

## **Risk Assessment**

9. No risks have been identified.

## **Summary of Equalities Impact of the Proposed Decision**

10. No equality impact is anticipated from this report.

## **Legal and Resource Implications**

**Legal**

11. The recommendation in relation to the size of the Selection Committee complies with the requirements of Section 15 of the Local Government and Housing Act 1989 and the Local Government (Committee and Political Groups) Regulations.

(Legal advice provided by Husinara Jones, Team Leader /Solicitor, 1 July 2021)

**Financial**

**(a) Revenue**

No financial advice sought.

**(b) Capital**

None

**Land**

None

**Personnel**

None

**Appendices:**

None.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**Background Papers:**

Report and Minutes of the Human Resources Committee 22 July 2021