

Report of the Chief Executive

RECRUITMENT POLICY

1. Purpose of Report

To consider amendments to the Recruitment Policy.

2. Recommendation

The Local Joint Consultative Committee is asked to RECOMMEND to Cabinet that the revisions to the Recruitment Policy be approved.

3. Detail

The Recruitment Policy was last reviewed in September 2016 and some of the references in the Policy require updating to ensure the Policy remains fit for purpose and an accurate reflection of current practices.

The Council's Vacancy Control process is now undertaken at GMT and HR Admin have been absorbed into the Council's Business Support Team. The policy has been updated to reflect these changes and condensed to reduce the size.

The Council has an existing Equal Opportunities Policy and therefore duplication is unnecessary and reference has been made to this.

Key updates include clarifying Right to Work and the consequences of eligibility/ineligibility. Reference to the old Two Ticks (Positive about Disabled People) have been replaced with Disability Confident status and candidates with Care Leaver or Armed Forces Veteran/spouse status have been included when referencing minimum essential criteria and interviews.

The Council recognises with the implementation of Agile Working in a post-Covid jobs landscape that interviews can also be undertaken via video conferencing where appropriate in order to attract a wider pool of talent.

Clarification and disclaimers have been added to the potential withdrawal of conditional offers to avoid confusion. A change table is outlined at the end of the policy.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

6. Human Resources Implications

The comments from the Human Resources Manager are contained within the report.

7. Union Comments

The Union will be given the opportunity to discuss the report at the meeting.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is a change to policy / a new policy an equality impact assessment is included in the appendix to this report.

11. Background Papers

Nil.