



## **General Purposes Committee**

31 March 2015

### **Report from the Director Human Resources**

For Action

Wards Affected:

ALL

## **Independent Person Recruitment Process**

### **1.0 Summary**

- 1.1 The purpose of this report is to update Members on the recruitment process for Independent Persons and to recommend a change to the short-listing and interview process.

### **2.0 Recommendations**

- 2.1 That the Director Human Resources, together with two Strategic Directors, shortlist and interview suitable applicants and recommend appointments to Full Council for approval.

### **3.0 Detail**

- 3.1 On 16 December 2015, the Committee, amongst other things, approved the recruitment process for the appointment of new Independent Persons. It was proposed that the role be advertised and thereafter the Director Human Resources, the Leader and the lead Member for HR matters (i.e. the Deputy Leader) short-list applicants, conduct interviews and to recommend appointments to Full Council for approval.

- 3.2 Subsequently, on 19 February 2016, the vacancies were advertised and the closing

date for applications was 13 March 2016. The next stage therefore is to short-list and interview suitable candidates.

- 3.3 On reflection, having regard to the dual role of the Independent Person (i.e. to give views in the context of Member code of conduct complaints and the dismissal of certain statutory officers) as well as the fact that the appointments have to be approved by Full Council, it is proposed that the shortlisting and interviews be conducted by officers only. Namely, the Director Human Resources, together with two Strategic Directors.

#### **4.0 Financial Implications**

- 4.1 None arising from this report.

#### **5.0 Legal Implications**

- 5.1 None arising from this report.

#### **6.0 Diversity Implications**

- 6.1 None.

#### **Background Papers**

None

#### **Contact Officer**

Mildred Phillips, Director Human Resources, Brent Civic Centre, Wembley

Tel: 020 8937 5442; [Mildred.Phillips@brent.gov.uk](mailto:Mildred.Phillips@brent.gov.uk)