

# RECORD OF DECISION TAKEN UNDER DELEGATED AUTHORITY FROM EXECUTIVE/COUNCIL/COMMITTEE



<b>DELEGATED OFFICER</b>	David Fairclough - Director of HR, Legal and Governance
<b>DECISION TAKEN BY:</b>	Legal and Governance
<b>DELEGATED BY:</b>	Executive (date of delegation)
<b>IN CONSULTATION WITH:</b>	Executive Member
<b>PORTFOLIO AREA:</b>	ALL

**SUBJECT: Recruitment and Selection Policy - Council**

## 1. DECISION

The Director of HR, Legal and Governance is asked to approve the revised Recruitment and Selection Policy.

## 2. REASON FOR DECISION

The policy has been reviewed to ensure that it is updated in line with current employment legislation and best practice.

## 3. BACKGROUND

The policy has been brought up to date to reflect the introduction of MyView and the updated Council Recruitment Strategy.

## 4. OPTIONS CONSIDERED AND REJECTED

N/A

## 5. POLICY IMPLICATIONS

There are no new policy implications.

## 6. FINANCIAL IMPLICATIONS

There are no new financial implications.

## 7. LEGAL IMPLICATIONS

There are no new legal implications.

## 8. RESOURCE IMPLICATIONS

There are no new resource implications

## 9. EQUALITY AND HEALTH IMPLICATIONS

Please select one of the options below. Where appropriate please include the hyperlink to the EIA.

Option 1  Equality Impact Assessment (EIA) not required – the EIA checklist has been completed.

Option 2  In determining this matter the Executive Member needs to consider the EIA associated with this item in advance of making the decision. *(insert EIA link here)*

Option 3  In determining this matter the Executive Board Members need to consider the EIA associated with this item in advance of making the decision. *(insert EIA attachment)*

## 10. CONSULTATIONS

The policy has been consulted with key stakeholders and Trade Unions via the Council Policy Development Group and Local Joint Negotiation Consultative Committee (LJNCC).

## 11. DECLARATION OF INTEREST

All Declarations of Interest of the officer with delegation and the any Member who has been consulted, and note of any dispensation granted should be recorded below:

**None**

<b>VERSION:</b>	<b>1.00</b>
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<b>CONTACT OFFICER:</b>	<b>Sally-Ann Wolstenholme, Lead HR Consultant</b>
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<b>DATE:</b>	22/03/2018
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<b>BACKGROUND DOCUMENTS:</b>	Recruitment and Selection Policy - Council
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DIRECTORS - has legal and finance advice been considered ?

<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
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