

Corporate Services & Partnerships Policy Overview Committee - Major Review 2016/17 - Human Resources & Recruitment

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REASON FOR ITEM

To provide the Committee with background information and a presentation on the Committee's first major review of this Municipal Year examining Human Resources and Recruitment.

OPTIONS OPEN TO THE COMMITTEE

The Committee is asked to receive a presentation from Mike Talbot and background information to enable the examination of process of recruitment by the Council. Members will be asked to consider the scope of the review upon receiving evidence.

INFORMATION

1. At the Committee's meeting held on 16 June 2016, the Chairman proposed that the Committee's Major Review for 2016/17 consider the Council's recruitment policies.
2. Areas of recruitment which the review may wish to consider included advertising and branding, interview methods and manager training, new staff induction and equalities.
3. Appropriate witnesses for these subject areas may include Council Officers and Human Resources staff, the Local Government Association, other London Boroughs, and private sector and charity sector employers.
4. The Committee commented that improvements to the overall branding and recruitment process had the potential to make a long-term improvement to the attractiveness of the Council as an employer, and agreed that a scoping report should be produced for a review of recruitment practices. It was noted that the scope of the review was not to include organisational structure.
5. Members instructed officers to consider the feasibility of Human Resources and Recruitment as a review topic, and to report back to Members by email, with the intention that a scoping report for the topic could be prepared for consideration at the September meeting.

Witnesses

7. **Mike Talbot** from Human Resources will be in attendance to provide the Committee with a presentation on the review topic.
8. Before the meeting, the Committee will also be provided with a draft scoping report which Members will be asked to shape to ensure the direction of the review is acceptable in terms of achievable outcomes.

PART I - MEMBERS, PUBLIC AND PRESS