

By: Peter Sass, Head of Democratic Services
To: Personnel Committee
Date: 28 January 2015
Subject: Membership of the Personnel Member Appointment Panel

Classification: Unrestricted

SUMMARY: To agree the number of Members to serve on the Personnel Member Appointment Panel

1. The Personnel Management Rules (Appendix 2 Part 6 of the Constitution) provide for interviews for the appointment of Senior Managers to be carried out by either the Personnel Committee or a Member Appointment Panel (a sub-committee of the Personnel Committee).

2. In order to ensure the maximum representation of opposition groups, these interviews have been carried out by the Personnel Committee, with Members substituting as necessary, consisting of the following agreed proportionality:

- 5 – Conservative
- 2 – UKIP
- 1 – Labour
- 1 – Liberal Democrat

3. Concern has been expressed that this size of interviewing panel can be daunting for candidates and it reduces the amount of participation each Member can have in the interviews. In order to address this, the UKIP group has offered to reduce its Membership when the interviewing function is being carried out from 2 to 1. In order to comply with the legal requirement for political proportionality, the Leader has agreed that, if these interviews are carried out by the Personnel Member Appointment Panel, then the Conservative group would also be willing to reduce its Membership of the Panel from 5 to 4.

RECOMMENDATION

4. The Committee is asked to agree that the membership of the Personnel Member Appointment Panel be:

- 4 – Conservative
- 1 – UKIP
- 1 – Labour
- 1 – Liberal Democrat.

Background documents: None

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