

D&S IFCA's Recruitment Policy Officers' Recommendations

That the Authority adopts the Recruitment Policy set out in Annex 1 to this paper

Background

Members of D&S IFCA identified the need to have a formal Recruitment Policy following the appointment process for the Chief Officer in 2020. In 2018, the Authority agreed to the then Chief Officer's secondment to Defra for up to two years. The Authority agreed to appoint an Acting Chief Officer to cover the secondment period and an internal recruitment process was undertaken with two members of staff being interviewed by the Chair and Vice Chair of the Authority. One of the internal candidates was appointed as Acting Chief Officer in March 2018.

In 2020, the Chief Officer resigned and took up permanent employment with Defra. A further internal recruitment process for a permanent replacement Chief Officer took place and two members of staff were interviewed by external panel including the Chair and Chief Officer of the AIFCA.

In the absence of a clear Recruitment Policy, the Chief Officer's appointment process was a matter of much debate and many Authority Members felt that both internal and external candidates should have been considered.

Recruitment Policy

The purpose of the Policy is to clearly set out D&S IFCA's recruitment process for all posts. The Policy sets out that for the recruitment of fixed term or permanent roles at Senior Officer grade and above, D&S IFCA must invite both internal and external candidates to apply.

In addition to the Recruitment Policy addressing this specific issue, it importantly sets out D&S IFCA's intention to be a responsible employer and to ensure that its recruitment process is open, transparent, and equitable to all potential employees.

List of Background Papers

(Local Government Act 1972 - Section 100 E)

- Full Authority Minutes - 15th March 2018
- Special Meeting of Full Authority Minutes – 4th August 2020

End.