



<b>Subject:</b>	Council Response to the Local Government Staff Commission Review of the Code of Procedures on Recruitment and Selection
<b>Date:</b>	19 September 2025
<b>Reporting Officer:</b>	Christine Sheridan, Director of Human Resources
<b>Contact Officer:</b>	Karen Fennell-Jenkins, Corporate HR Manager (Operations) Gail Wright, Principal HR Advisor (Employee Resourcing)

### Restricted Reports

Is this report restricted?

Yes

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No

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Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.

Insert number

1. Information relating to any individual
2. Information likely to reveal the identity of an individual
3. Information relating to the financial or business affairs of any particular person (including the council holding that information)
4. Information in connection with any labour relations matter
5. Information in relation to which a claim to legal professional privilege could be maintained
6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction
7. Information on any action in relation to the prevention, investigation or prosecution of crime

If Yes, when will the report become unrestricted?

After Committee Decision

After Council Decision

Sometime in the future

Never


### Call-in

Is the decision eligible for Call-in?

Yes

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No

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<b>1.0</b>	<b>Purpose of Report or Summary of main Issues</b>
1.1	To present a draft Council response to the Local Government Staff Commission Review of the Code of Procedures on Recruitment and Selection.

<b>2.0</b>	<b>Recommendations</b>
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> <li>Review and agree the Council's response to the Local Government Staff Commission Review of the Code of Procedures on Recruitment and Selection. The response will be submitted subject to ratification at the October Council meeting.</li> </ul>
<b>3.0</b>	<b>Main report</b>
3.1	The Commission has revised the Code of Procedures on Recruitment and Selection (the Code) to ensure compliance with current legislation and to demonstrate best practice.
3.2	The Commission launched an 11-week consultation exercise with Councils, the NIHE and other key stakeholders to gather feedback on the proposed revisions.
3.3	The consultation is open for responses from 10 July to 26 September 2025.
3.4	<p>Broadly the structure of the Code remains the same. The significant changes are as follows:</p> <ul style="list-style-type: none"> <li>the removal of references to Procedures for the Recruitment and Selection of the Group Chief Building Control Officer;</li> <li>the removal of references to Procedures for the Recruitment and Selection of the Group Chief Environmental Health Officer; and</li> <li>the removal of duplication.</li> </ul>
3.5	The Corporate HR department manage the recruitment and selection process, therefore in formulating the Council's response to the consultation document, the views are that of the department.
	<b>Financial &amp; Resource Implications</b>
3.6	None

	<b>Equality, Good Relations and Rural Needs Implications</b>
3.7	<p>The Code is a Statutory Code based on Section 40 (4) (b) of the Local Government Act 1972.</p> <p>The Commission recommends the Code for adoption and implementation in Councils in Northern Ireland in line with its statutory responsibilities to establish: "... a code of procedure for securing fair and equal consideration of applications to Councils by persons seeking to be employed by them as officers, and fair and equal treatment of persons who are so employed".</p> <p><i>Extract from paragraph 40 (4) (b) of the Local Government Act (NI) 1972.</i></p>
<b>4.0</b>	<b>Appendices – Documents Attached</b>
	<p>Appendix 1 – Draft consultation response.</p> <p>Appendix 2 – Panel compositions as agreed for Council Chief Officer posts.</p>