



## Belfast City Council

<b>Report to:</b>	Strategic Policy and Resources Committee
<b>Subject:</b>	Recruitment of Head of Human Resources
<b>Date:</b>	23 January 2009
<b>Reporting Officer:</b>	Peter McNaney, Chief Executive

### Relevant Background Information

Members will be aware that the post of Head of Human Resources is currently being filled on a temporary basis pending a Review of the Centre of the organisation. A report on this Review will be presented to Members next month. This report will not make any recommendation which will change the nature of the Head of HR post or its present position within Corporate Services. The Review may have a number of HR implications and will require effective implementation. In addition the Council needs to ensure that the significant HR issues associated with the Review of Public Administration (RPA) are managed effectively. It is therefore considered prudent to proceed to permanently fill the Head of HR post at this stage.

### Key Issues

Given the need to effectively manage the HR implications of the Review of the Centre and RPA while continuing to deliver the Council's current significant HR agenda (for example, absence management; workforce development planning; HR efficiencies; individual performance management; diversity; review of the industrial relations framework; and capacity building) it is now necessary to fill the post of Head of HR on a permanent basis.

As previously agreed by the P&R (Personnel) Sub-Committee, the selection panel for such posts should comprise the Chair, two other Elected Members, the Chief Executive and one Director. (Community balance is to be provided across the Elected Members and gender balance is to be provided across the panel.) A non-voting Local Government Staff Commission professional assessor/observer should also be in attendance.

### Recommendations

It is recommended that:

- (i) the process is now initiated to fill the Head of HR post on a permanent basis;
- (ii) Committee agree Elected Members' nominees to comprise the selection panel; and
- (iii) the Chair agrees the recruitment plan and documentation with the Director of Corporate Services.

### Resource Implications

This is an existing post and thus there is no increase to the Council's establishment or staff budget.

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