

# **Report – Establishment Committee**

## **Recruitment Panels for Tier 1 and 2 positions**

*To be presented on Thursday, 15<sup>th</sup> April 2021*

*To the Right Honourable The Lord Mayor, Aldermen and Commons  
of the City of London in Common Council assembled.*

### **SUMMARY**

The new Target Operating Model brings about departmental changes which will affect which Committees and therefore which Members could be involved in the recruitment process for Senior Officers, this report proposes an interim position for the recruitment of Tier 1 or Tier 2 roles.

### **RECOMMENDATION**

It is recommended to the Court of Common Council that it approves the interim position as given in appendix 1, and authorise the necessary amendments to relevant Committee Terms of Reference.

### **MAIN REPORT**

1. At its meeting on 10<sup>th</sup> December 2015, your Establishment Committee considered a report of the Director of Human Resources regarding the recruitment of senior officers and the appropriate involvement of Members at each stage of the recruitment process.
2. The Committee agreed with the findings in the Report and asked that a proposal for a formal procedure for Member involvement in senior officer recruitment be drawn up. This was brought back to the Committee on 4<sup>th</sup> February 2016 and the list of senior officer posts was agreed. The Committee also agreed that the determination of the level of Member involvement for the recruitment of a Senior Officer was to be a joint decision between the Chief Officer and the respective Service Committee Chair, and that there should be an option for Members to be involved in final interview panels.

#### **Interim Position due to the Target Operating Model**

3. The new Target Operating Model brings about departmental changes which will affect which Committees, and, therefore, which Members could be involved in the recruitment process for Senior Officers. These may change with the Governance Review, but, in the interim, a list of Committee involvement has been drawn up. This is attached at Appendix 1. Members are asked to agree this list so that any recruitment to these roles can be expedited without delay for agreement.

4. The process will remain the same, all Chief Officer posts will be Member led and the attached list is coded so that posts which are agreed by Court are indicated.
5. The coding used in the appendix is:

#### **KEY**

	Posts confirmed in TOM Tier 1
	Posts subject to further review in TOM Tier 2
*	High Officer elected by the Court of Common Council
~	Table Officer
+	Member Led Appointment
=	Member Involved Appointment
#	Senior Management Grade or Police/Teachers' equivalent

*\*This key is given in the appendix but is repeated here to make the list easier to read.*

#### **Proposal**

6. This list is proposed to be used in the interim so that it is clear which Members would lead or be involved in the recruitment to Tier 1 or Tier 2 roles.

#### **Appendices**

- Appendix 1: Committee Responsibility for Senior Officer Recruitment

All of which we submit to the judgement of this Honourable Court.

DATED this 27<sup>th</sup> day of January 2021.

SIGNED on behalf of the Committee.

**Deputy Charles Edward Lord, OBE JP**  
Chair, Establishment Committee