

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 3 JULY 2013

HUMAN RESOURCES COMMITTEE - 3 JULY 2013

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE  
OFFICER

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RECRUITMENT POLICY

WARD(S) AFFECTED: NONE

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**Purpose/Summary of Report**

To approve the revised Recruitment Policy. This was approved by Corporate Management Team (CMT) on 14 May 2013.

**RECOMMENDATION FOR LOCAL JOINT PANEL:**

**That:**

(A)	The revised Recruitment Policy be recommended for approval.

**RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE:**

**That:**

(A)	The revised Recruitment Policy be approved.

1.0 Background

1.1 The Council's programme of policy review is after two years or sooner in line with legislation and best practice.

2.0 Report

2.1 **Key changes**

2.2 The policy has been updated to reflect changes to legislation, including those in the Equality Act 2010, the Disclosure and Barring Service (formally the CRB service), and the Immigration, Asylum and Nationality Act 2006.

- 2.3 The policy complies with the provisions in the NJC Green Book, the Equality Act 2010, the Protections of Freedoms Act 2012, and the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975)
- 2.4 The revised Recruitment Policy can be found attached at **Essential Reference Paper “B”** of the report now submitted.
- 3.0 Implications/Consultations
- 3.1 Consultation has taken place with UNISON and with managers. Unison have requested that we make it clear who the recruiter is: in all cases this is the manager who is recruiting.

Background Papers

None

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