

Title	GENERAL MANAGER RECRUITMENT PANEL
Agenda Number	15.016/21*
Strategic Plan Reference	5
File Reference	000001
Author	Director Legal and Governance Services
Responsible Officer	Mayor
Reporting Brief	The Director Legal and Governance Services presenting a report on filling a vacancy in the General Manager Recruitment Panel
Attachments	A. Recruitment Panel Councillor Appointment Process

Background

1. At the ordinary meeting of 31 March 2021 the Council appointed a General Manager Recruitment Panel.
2. The Panel consists of the Mayor and Deputy Mayor by virtue of office (*ex officio*) and Councillors Newell and Wilson who were elected by ballot.
3. Councillor Wilson's office of Councillor is now vacant meaning that there is a vacancy on the Panel.
5. The purpose of this Report is to fill the vacancy to the Panel.

Council Policy

6. Council established the Panel as part of the General Manager recruitment process pursuant to resolution No. 20.022/21A* at the meeting of 31 March 2021.
7. The process for election of Panel members is generally in accordance with the process set out in the Council's *Governance Framework* included as Attachment A to this Report.

Legislative Requirements

8. There are no legislative requirements relating to the filling of the vacancy on the Panel.

Risk Implications

9. Appointment of a Councillor on the Panel is a democratic process, not a merit based process. The key risk relating to the appointment to the Panel is that the Councillor may lack experience in relation to recruitment. This is addressed by the fact that the Panel is supported by a recruitment consultant with specialty in this area to provide advice and support to the Panel.

10. Given the nature of the recruitment panel's roles and functions will be necessary for Councillor members of the panel to be available and flexible to commit to attend panel meetings and have time available for interviews which may be through an entire day, in a morning or late afternoon. The Panel member will need to be able to work in with the needs of the Panel.

Engagement

11. Engagement associated with this decision will be undertaken at Inform Level by inclusion within the Council meeting Minutes that will be available to the public on the Council's website and at the Customer Service Centre.

Human Resource and Financial Implications

12. There are no specific human resource implications associated with appointment of a new Panel member to fill the vacancy.
13. Any Panel member performing the roles and functions of the Panel is entitled to expenses under the Council's Policy.

Discussion

14. The purpose of this Report is limited to appointment of a new Panel Member.
15. The process undertaken at the previously mentioned meeting is set out in Attachment A to this Report.
16. As a matter of expediency and convenience the Council could rely on the previous votes and select the Councillor who had the next amount of votes at the March meeting, being Councillor Lovell.
17. As an alternative the Council could undertake the appointment process as outlined in Attachment A to this Report by a ballot at the Council meeting.

Conclusion and Recommendation

18. Both options are valid.
19. For the purposes of this Report it will be recommended that Councillor Lovell be appointed to the General Manager Recruitment Panel to fill the Councillor Member Vacancy.
20. An alternative motion is provided if the Council wishes to go through a ballot process.

15.016/21*
RECOMMENDATION

That:

- a) **The report on filling a vacancy in the General Manager Recruitment Panel be received and noted.**
- b) **Councillor Lovell be appointed to fill the Councillor Member vacancy in the General Manager Recruitment Panel.**

15.016/21*
MOTION

CR LOVELL

CR PRINCE

That:

- a) **The report on filling a vacancy in the General Manager Recruitment Panel be received and noted.**
- b) **The Councillor Member vacancy in the General Manager Recruitment Panel be elected at this meeting through the process as set out in Attachment A to this Report.**

THE MOTION WAS PUT AND LOST

Councillors Enders, Doyle, Prince and Lovell voted for the motion and Councillors Newell, Gibson, Campbell and O'May voted against the motion.

15.016/21*
MOTION

CR GIBSON

CR NEWELL

That Council call a Special Council Meeting immediately after the new Councillor is appointed by the Tasmanian Electoral Commission and that appointments to the General Manager Recruitment Panel be made at this Special Council Meeting.

Director Legal and Governance Services advised the meeting verbally that the motion would overturn a previous decision of the council

Under regulation 18 of the *local government (meeting procedures) regulations 2015* the following advice was provided:

- **the details of the previous decision being the establishment of a General Manager recruitment panel consisting of the Mayor, Deputy Mayor and two Councillors elected by the Council**
- **that decision directed action be undertaken for the panel to undertake the recruitment process**

- that action has been partly carried out as the panel is working through the recruitment process

THE MOTION WAS PUT AND CARRIED BY AN ABSOLUTE MAJORITY

Councillors Enders, Newell, Gibson, Campbell, Prince and O'May voted for the motion and Councillors Doyle and Lovell voted against the motion.