



HUON VALLEY COUNCIL

HUON VALLEY COUNCIL SUBMISSION

Merit-Based recruitment in Councils Discussion Paper March 2023

PROPOSAL
<p>Proposal: Reinstating a merit principle in the Act</p>
<p>The issue of appointment by merit is considered to be appropriately dealt with through existing legislation such as <i>Anti-Discrimination Act 1998</i> and appropriate recruitment policies however the proposal to include merit within the Act to provide clarity for Council employees is supported as proposed.</p> <p>It is considered important to ensure that the merit principle is appropriately reflected in Council's policies, practice and procedures.</p> <p>This proposal is supported.</p>
<p>Proposal: Requiring that vacancies in the position of General Manager be advertised and that appointments be made according to merit</p>
<p>The only matter for clarification with the proposal is that a Council must retain its ability to reappoint and renew the contract of an existing General Manager without this creating a vacancy that is required to be advertised. To undertake an external process for the sake of it would be disingenuous and unnecessarily time and cost consuming for the Council and the incumbent General Manager alike, let alone the impact of uncertainty on the Council organisation that this process would cause.</p> <p>This proposal is supported.</p>
<p>Proposal: General Manager recruitment and performance assessment principles</p>
<p>There are no issues arising from the proposed order and the standards that are proposed reflect appropriate recruitment and performance assessment practices.</p> <p>This proposal is supported.</p>