

APPOINTMENT OF DIRECTORS POLICY

Policy Title: APPOINTMENT OF DIRECTORS POLICY	
Date of Adoption: 26 June 2003	Resolution: 03/RDC/168
Review Date: none	
Statutory reference for adoption: Local Government Act 2002 s57	
Statutory reference for review: none	
Included in the LTCCP: no	
Date Amended or Reviewed	Resolution
31 July 2008	08/RDC/198

1 Objective

To ensure that the Rangitikei District Council always follows an objective and transparent process, in order to appoint the most suitable candidates to the boards or committees of any Rangitikei District Council Organisations.

2 Policy Content

Identifying Skills, Knowledge and Experience Required of Directors

A person specification will be prepared setting out the skills, knowledge and experience of directors of each Council organisation. In preparing this, consideration will be given to:

- The nature and scope of the Council Organisation's activities, its future direction and any relevant requirements in its constitutional documents;
- The objectives of the organisation and the attributes, skills, knowledge, and experience required to contribute to the achievement of those objectives;
- The skills of any existing directors;
- Outstanding skills, knowledge and experience required; and
- Any future skills, knowledge and experience required.

3 Appointment of Directors

In each case, except as noted below, the selection and appointment process will involve:

- Preparation of a person specification as set out above.
- Advertising the position/s (at least in the local newspaper) and approaching appropriate candidates.
- The establishment of a selection panel (incorporating senior officers, relevant external people and appropriate HR expertise, if required) who will consider all applications, shortlist, interview and make a recommendation to Council.
- Or an ad hoc sub-committee to be formed to recommend to Council.

The appointment/s will be made by resolution of the full Council, sitting in Committee to protect the privacy of those involved.

Where the Council Organisation for which a director is being selected is focused on providing support, administrative and/or internal services that are the responsibility of the Chief Executive and the Council Organisation permits and/or requires it, the Chief Executive may be appointed to the role of director by resolution of the full Council¹

4 Remuneration of Directors

Remuneration for directors of Council Controlled Trading Organisations will be determined by an analysis of market rates for comparable positions at the time appointment/s are being determined and thereafter assessed every two years.

The other positions covered by this Policy are voluntary and do not have any remuneration associated with them.

In addition, the Council is unable to control the remuneration that is paid to the directors of Council organisations that are not Council-controlled organisations as it does not control those organisations.

5 Terms

The terms used in this policy have the meaning set out in section 6 of the Local Government Act 2002.

¹ 08/RDC/198