

Joint Recruitment Protocol

Reciprocal arrangements between South Somerset District Council and Sedgemoor District Council for the interim treatment of future vacant posts

Purpose

To recommend a practical approach to the filling of vacant posts pending both Councils' decisions on the business case for future joint working arrangements.

Whilst we are working out the way forward for joint working between the two Councils it would make sense that **in-scope** vacant posts are only filled where absolutely necessary and only on a temporary or fixed term basis, rather than to offer permanent positions.

It would also make sense, where practicable, that both Councils' explore opportunities to share or second staff on a temporary basis rather than to fill a vacant post (see process overleaf).

Where a vacant post falls within a service that is deemed to be out of scope for the joint working proposals it will be considered as exempt from these arrangements. However the authority should ensure that all possible opportunities for internal redeployment into the vacant post are considered, before any form of external advertising is agreed.

Of course should both authorities agree the business case for joint working these arrangements will need to be reviewed.

