

## LONDON BOROUGH OF HARROW

### PUBLICATIONS ADVISORY PANEL

24 MAY 2004

#### Reference from the Special Overview and Scrutiny Committee meeting held on 2 March 2004: Annual Report of HR Portfolio Holder for 2002/2003

1. At the Special meeting of the Overview and Scrutiny Committee on 2 March 2004, the Committee received a report of the Finance and Human Resources and Performance Management Portfolio Holder, which set out the HR work of the Council over 2002/03, the key objectives for the personnel service and progress made against those objectives.
2. During discussion on this item, and in response to a question from a Member, the Executive Director (Organisational Development) outlined some of the steps being taken to encourage disabled people to apply for posts at the Council. These included operating the 2 ticks scheme; interviewing any disabled applicant who met the minimum person specification for a post; work with the Harrow Association of Disabled People on the recruitment process; and offering work experience to people with mental health problems.
3. The Member felt that it was not widely known that such a lot of positive proactive work was going on, and suggested that this issue should be referred to the Publications Advisory Panel to consider; this was agreed.
4. The Committee therefore **RESOLVED**, inter alia, **that the Publications Advisory Panel be requested to consider publicising the steps being taken by the Council to encourage job applications from disabled people.**

#### **FOR CONSIDERATION**

Background Papers: Draft minutes of the Overview and Scrutiny Committee (Special) meeting on 2 March 2004

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