

**Standing Order 48****JOB APPLICATIONS FROM RELATIVES OF COUNCILLORS  
AND CERTAIN OFFICERS**

- 1) Subject to the provisions of any enactment any person who is a relative or Member of the Council (or of a Chief Officer or Assistant Director or equivalent) seeking employment in any Service of the Council shall disclose the fact of such relationship on the application form.
- 2) The preceding paragraph shall apply equally to a person who is a relative of a member of a Committee or a Sub-Committee who is not a Member of the Council but only if the post applied for is under the control of that Committee or Sub-Committee.
- 3) For the purposes of this Standing Order “relative” means a first cousin or nearer degree of relationship whether by blood or marriage and shall include a person in the same household.
- 4) The Chief Executive shall be advised immediately an application falling within the terms of this Standing Order is received and shall submit to the Committee, Sub-Committee or persons making the appointment such observations as he/she considers appropriate as to the procedure to be followed in making the appointment including the arrangements for selecting leets and interviewing candidates.
- 5) The procedure adopted shall in any event ensure that the related Member or officer
  - (a) has not been and will not be in any way involved in the appointment procedure,
  - and
  - (b) will not be involved in any direct working relationship with the appointee which might give rise to allegations of favouritism or other form of embarrassment with the Council or Service(s) concerned