

## SENIOR MANAGEMENT APPOINTMENT COMMITTEE

Minutes of a meeting held on 11<sup>th</sup> March, 2019.

Present: Councillor J.W. Thomas (Chairman); Councillor T.H. Jarvie (Vice-Chairman); Councillors L. Burnett, Dr. I.J. Johnson, N. Moore and R.A. Penrose (in attendance from Agenda Item No. 4).

### 839 DECLARATIONS OF INTEREST –

No declarations were received.

### 840 RECRUITMENT AND SELECTION ARRANGEMENTS FOR THE HEAD OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT (MD) –

The Managing Director referred to the previous meeting of the Committee when Members received verbal feedback on the preliminary assessment phase that took place for long listed candidates. At that time, the Committee made its decision not to short list any of the long listed candidates to progress to final interview. Consequently, the Managing Director agreed to submit a further report to the next Committee in relation to the above arrangements for the vacant position.

The Managing Director, in referring to the contents of the report together with the inability to find a suitable candidate, referred to the following options, as set out in the report, which were considered by the Committee:

- Re-advertise the post as previously advertised. Whilst this was an option, it was noted that the previous advert had attracted 11 applicants. Previous experience of similar graded posts also indicated that re-advertising in the same manner had not been particularly successful in attracting more applicants. This option was not favoured.
- Consider the salary scale of the post. Whilst this was feasible, this Head of Service post needed to be considered in the context of the existing staffing structure and the salary grades of other Heads of Service. In this context, changing the salary scale was not considered appropriate. Whilst a market supplement could be considered, it was not considered that this was a suitable approach in this context, especially given that 11 applicants were attracted to the post as part of the original recruitment phase.
- Consider further the structure of the Resources Directorate, to establish whether an alternative senior management structure would be appropriate. Whilst it was appreciated that merging of the Performance and Development Division and the Human Resources Division had already been subject to consultation, the following facts were increasingly relevant:
  - The Organisational Development team was currently under the interim Management of the Operational Manager – Performance and Policy;

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- The current Head of Performance and Development had resigned his post with effect from May 2019, resulting in two Heads of Service vacancies.;
- There was a need to ensure continued momentum on Reshaping Services in the context of budget pressures. £15m needed to be saved from the Council's Revenue budget over the next three years and the Council would need to be increasingly transformational in its approach to working differently in order to protect services. Staff engagement was a vital part of that transformation as was engagement with the Trade Unions.

After further consideration and discussion, it was considered that there remained an option to consider whether a shared service could be put in place with Bridgend County Borough Council, and this was something that could be explored further. Notwithstanding this fact, it was also considered that the previous advertisement and details relating to the post be reviewed and whilst discussions were ongoing, the post would be re-advertised. The Committee, having deliberated and taking into account the comments of the Managing Director, it was

RESOLVED – T H A T the vacant post re-advertised with the Managing Director being authorised to simultaneously enter into discussions with Bridgend County Borough Council regarding the feasibility of developing a shared service for both Councils.

Reason for decision

To seek an appointment to the vacant position promptly and in a cost effective manner.

841 RECRUITMENT AND SELECTION ARRANGEMENTS FOR THE HEAD OF STANDARDS AND PROVISION (DLS) –

The Director of Learning and Skills, in presenting the report, referred to the final interview schedule including the interview process to be followed when interviewing the candidates.

The Committee was informed that one of the two applicants since been invited to attend for an interview had withdrawn from the process.

RESOLVED – T H A T the contents of the report be noted.

Reason for decision

To ensure that the appointment was progressed in accordance with the requirements of the Council's Constitution.

842 EXCLUSION OF PRESS AND PUBLIC –

RESOLVED – T H A T under Section 100A (4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business

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on the grounds that it involves the likely disclosure of exempt information as defined in Part 4 of Schedule 12A (as amended) of the Act, the relevant paragraphs of the Schedule being referred to in brackets after the minute heading.

843 RECRUITMENT AND SELECTION ARRANGEMENTS FOR THE HEAD OF STANDARDS AND PROVISION (DLS) (EXEMPT INFORMATION – PARAGRAPH 12) –

The Committee received a presentation and interviewed one candidate in respect of the above post.

Having given due consideration it was

RESOLVED – T H A T H. be appointed to the post of Head of Standards and Provision, with the appointment being made at the third salary point of the Head of Service salary range.

Reason for decision

In order to comply with the Council's Constitution.