

SENIOR MANAGEMENT APPOINTMENT COMMITTEE

Minutes of a meeting held on 25th June, 2019.

Present: Councillor N. Moore (Chairman); Councillor L. Burnett (Vice-Chairman);
Councillors: R. Crowley, B.T. Gray and Mrs. S.M. Hanks.

72 APOLOGIES FOR ABSENCE –

These were received from Councillor V.J. Bailey.

73 DECLARATIONS OF INTEREST –

Councillor R. Crowley declared an interest in Agenda Item Nos. 3 and 5 in that the first candidate D was a friend of his daughter and he left the meeting.

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

The Senior Management Appointment Committee met on 11th March, 2019 and approved the arrangements to fill the position of Head of Human Resources and Organisational Development within the Managing Director and Resources Directorate. This followed a previous recruitment exercise earlier in the year that was unsuccessful.

This position was identified as an important appointment following approval of proposals in the "Senior Management Issues – Performance and Development and Human Resources and Organisational Development Division" report that was taken to Cabinet (19th November, 2018) and Council (12th December, 2018). It was agreed that there was a need to recruit to the vacant Head of Human Resources and Organisational Development position that would be retained in the new structure.

In accordance with the prior approval of the Committee, the post of Head of Human Resources and Organisational Development was re-advertised both internally and externally from 2nd April, 2019 to 16th April, 2019 with a revised person specification.

At the end of the recruitment process, there was a final short list of two candidates for the final interview, who were subsequently both invited to give a ten minute verbal presentation to, and be interviewed by, the Members of the Committee who would then determine if any of the candidates were suitable for appointment to the post.

The purpose of today's Committee meeting was to conduct the interviews of the final two candidates and to receive their presentations in order to determine their suitability for the post.

The interviews would be conducted under Part II arrangements later in the agenda.

RESOLVED – T H A T the position be noted.

Reason for decision

In order to comply with the Council's Constitution.

75 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 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.

76 RECRUITMENT AND SELECTION ARRANGEMENTS FOR THE HEAD OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT (MD) (EXEMPT INFORMATION – PARAGRAPH 15) –

The Committee received presentations and interviewed two candidates in respect of the above post.

Having given due consideration it was

RESOLVED –

(1) T H A T D be appointed to the post of Head of Human Resources and Organisational Development with the appointment being made at the middle salary point of the Head of Service salary range.

(2) T H A T the commencement date of the appointment be arranged following discussions with Human Resources and subject to references and associated checks being received to the satisfaction of the Managing Director.

Reason for decisions

(1&2) In order to comply with the Council's Constitution.