

---

Meeting	Staffing Matters & Urgency Committee
Date	3 June 2019
Present	Councillors Aspden (Chair), D'Agorne (Vice-Chair), Hook and D Myers

---

### **1. Declarations of Interest**

At this point in the meeting, Members were asked to declare if they had any personal interests not included on the Register of Interests or any prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda. None were declared.

### **2. Exclusion of Press and Public**

Resolved: That the press and public be excluded from the meeting during the consideration of annexes A-C to Agenda Item 7 on the grounds that they contained information relating to individuals and the financial affairs of particular persons. This information is classed as exempt under Paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by the Local Government (Access to Information) (Variation) Order 2006).

### **3. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 1 April 2019 be noted and then signed by the Chair as a correct record.

### **4. Public Participation**

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

## **5. Appointment of Director of Governance and Improvement**

Members considered a report that sought formal approval to establish an Appointments Sub-Committee for a Chief Officer Appointment and to delegate sufficient powers to that Sub-Committee to enable them to conduct the recruitment process, select and appoint a candidate, subject to the requirements of the standing orders on appointment.

The Head of HR gave an update and confirmed that the review of the Corporate Service Structure, approved by Staffing Matters and Urgency Committee in December 2018, saw the deletion of the post of Assistant Director of Legal & Governance and the creation of a new post, Director of Governance and Improvement. Members noted that Council approved the new chief officer graded pay structure in March 2019 and that an Appointments Sub-Committee, of no less than three elected members (2 Liberal Democrats and 1 Labour) and to include a member of the Executive, was now required.

In answer to Members questions, the Head of HR agreed to provide an overview of the recruitment and selection process and confirmed that, in view of the nature and responsibilities of the post, an opportunity could be provided for Members in general (beyond those sitting on the Appointments Sub-Committee) to informally meet candidates and provide feedback during day one of the assessment process.

It was also noted that the new corporate management team and corporate services structures would commence and be highlighted on the council's website when the newly appointed Director was in post.

Resolved:

- (i) That the filling of this post and remuneration package for the Director post at a job evaluated salary of £87,623 - £97,149, in accordance with the procedural rules set out in the constitution for the appointment of chief officers, be approved.

- (ii) That an Appointments Sub-Committee consisting of Cllr Aspden, Cllr Runciman and Cllr Myers be established.
- (iii) That arrangements be made for Members generally to meet candidates for the role, as part of the assessment process and as outlined above.

Reason: In order to appoint to the newly created post of Director of Governance and Improvement.

## **6. Changes to Membership of Committees and Other Bodies**

Members noted that at the Annual Council meeting on 22 May 2019, appointments were made to committees, sub-committees and other bodies for the 2019/20 municipal year and that it was now necessary to make changes to the membership of committees and other bodies.

Members agreed that Staffing Matters & Urgency Committee had authority to deal with any in-year changes or appointments to any Committees and Outside Bodies and they noted the following proposed changes as detailed in the agenda papers:

### Area Planning Sub-Committee

Cllr Douglas, Cllr Fitzpatrick, Cllr Kilbane and Cllr Perrett to be appointed as Labour substitutes.

### Audit & Governance Committee

Cllr Lomas to replace Cllr Musson on the committee.  
Cllr Douglas and Cllr K Taylor to be appointed as Labour substitutes.

### Children, Education & Communities Policy & Scrutiny Committee

Cllr Musson and Cllr Wells to be appointed as Labour substitutes.

Cllr Baker to be appointed as Green substitute.

City of York Trading Company

To appoint Councillor Daubeney as an additional non-Executive Director.

Climate Change Scrutiny Committee

Cllr Norman and Cllr K Taylor to be appointed as Labour substitutes.

Corporate Appeal Panel

Cllr Pavlovic to be appointed as Labour substitute.

Customer & Corporate Services Scrutiny Management Committee

Cllr Myers and Cllr Norman to be appointed as Labour substitutes.

Economy & Place Policy & Scrutiny Committee

Cllr Crawshaw and Cllr Kilbane to be appointed as Labour substitutes.

Education Appeals Panel

Cllr Fitzpatrick to be appointed as Labour substitute.

Health and Wellbeing Board

Cllr Perrett to be appointed as Labour substitute.

Housing Appeals Panel

To appoint Cllr Pavlovic to the Labour vacancy.

Housing and Community Safety Policy and Scrutiny Committee

Cllr Musson to replace Cllr Kilbane on the committee.

Cllr Heaton and Cllr Webb to be appointed as Labour substitutes.

Health & Adult Social Care Policy & Scrutiny Committee

Cllr Kilbane to replace Cllr Lomas on the committee.  
Cllr Barnes and Cllr Lomas to be appointed as Labour substitutes.

Joint Standards Committee

To appoint Cllr Stuart Rawlings to the committee as a Parish Councillor.

Cllr Pavlovic to be appointed as Labour substitute.

Local Plan Working Group

Cllr Douglas to replace Cllr Heaton on the working group.

To appoint Cllr Barnes, Cllr Melly and Cllr Heaton as Labour substitutes.

Planning Committee

Cllr Crawshaw, Cllr Lomas, Cllr Melly and Cllr Webb to be appointed as Labour substitutes.

Shareholder Committee

To appoint Councillor Ayre as the Liberal Democrat member and Chair.

To appoint Cllr D'Agorne as the Green member.

To appoint Cllr Myers as an observer.

Staffing Matters & Urgency Committee

Cllr Perrett to be appointed as Labour substitute.

WYCA Green Economy Panel

To appoint Councillor Waller to the panel.

To appoint Councillor Widdowson as a substitute.

WYCA – Overview and Scrutiny Committee

To appoint Councillor Fenton to the committee.

To appoint Councillors Daubeney and Hook as substitutes.

Yorkshire and Humber Strategic Migration Group

To appoint Councillor Darryl Smalley to the group.

YNYER Infrastructure Board

To appoint Councillor Waller to the board.

Resolved: That the above Committee and Outside Bodies membership changes be agreed.

Reason: In order to make appropriate appointments to the Council's Committees and Outside Bodies for the remainder of the current municipal year.

## **7. Redundancy**

Members considered a report which detailed the expenditure associated with the proposed dismissal of three employees on the grounds of redundancy.

The Head of HR explained the background to redundancy reports and Members noted the detailed cases surrounding the proposals, which were contained in the individual business cases, attached as confidential annexes to the report.

Resolved: That the expenditure associated with the proposed dismissal of three employees on the grounds of redundancy, as detailed in Annexes A, B and C of the report, be noted.

Reason: In order to provide Members with an overview of the expenditure.

Cllr Aspden, Chair

[The meeting started at 5.30 pm and finished at 5.55 pm].