

Meeting	Staffing Matters & Urgency Committee
Date	8 June 2015
Present	Councillors Steward (Chair), Aspden (Vice-Chair) and Williams

Part A-Matters Dealt with under Delegated Powers

1. Declarations of Interest

At this point in the meeting, Members were asked to declare any personal, 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 to Agenda Item 6 (Redundancy) (Minute Item 6 refers).

3. Minutes

Resolved: That the minutes of the last meeting of the Staffing Matters and Urgency Committee held on 30 March 2015 be approved and signed by the Chair as an accurate record.

4. Public Participation

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

5. Redundancy

Members considered a report which advised them of the expenditure associated with the dismissal of two employees on the grounds of redundancy. One case related to a compulsory redundancy and the other to a voluntary.

Confidential annexes containing details of the redundancies were circulated.

It was noted that at the next meeting Members would be provided with a four monthly overview of redundancies.

Resolved: That the expenditure associated with the employees on the grounds of redundancy as detailed in the confidential annexes be noted.

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

Part B- Matters Referred to Full Council

6. Appointment of Acting Chief Executive

Members received a report which asked them to establish an Appointments Sub Committee for Chief Officer appointments and to delegate sufficient powers to that Sub Committee in order to enable it to conduct a recruitment process to select and recommend for appointment an Acting Chief Executive and Head of Paid Service, subject to the requirements of the standing orders on appointment.

It was reported that the post would for a fixed period pending a permanent appointment. It was expected that an appointment would be made at the bottom of the existing Chief Executive pay scale and Members would have a further opportunity to review the salary and terms and conditions of the post before the permanent position was recruited to.

Members asked if an Acting Chief Executive would be entitled to take a bonus payment under their terms and conditions. It was confirmed that progression through the pay scale was 50% time served and 50% performance related. Progression could only be considered after the Acting Chief Executive had been in post for a minimum of twelve months and the Acting Chief Executive appointment was expected to be for a shorter period than that.

It was confirmed that the following Members had been selected to make up the Appointment Sub Committee;

- Councillor Rawlings
- Councillor Aspden

- Councillor Williams

Resolved:

That:

- (i) That an Appointments Sub-Committee is established and authorised to conduct the final interviews, select a successful candidate and make an offer of employment subject to the necessary employment procedures including Council approval. The sub-committee will consist of three members, on a 1:1:1 proportionate basis, one Conservative, one Liberal Democrat and one Labour Member on the Appointment Committee. These being;
 - Councillor Rawlings
 - Councillor Aspden
 - Councillor Williams

Recommended:

- (ii) That Full Council approve the salary package which is in excess of £100,000.

Reason: To allow the appointment to an Acting Chief Executive and Head of Paid Service to be made.

Councillor C Steward, Chair

[The meeting started at 5.30 pm and finished at 5.45 pm].