

Meeting	Staffing Matters & Urgency Committee
Date	29 March 2016
Present	Councillors Steward (Chair), Aspden (Vice-Chair) and Looker

## **Part A-Matters Dealt with under Delegated Powers**

### **74. 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.

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

Resolved: That the press and public be excluded from the meeting during the consideration of an annex to Agenda Item 6 (Pension or Exit Discretion) on the grounds that it contains information relating to an individual and the financial affairs of a particular person. 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).

### **76. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 15 February 2016 be signed and approved by the Chair as a correct record.

### **77. Public Participation**

It was reported that there was one registration under the Council's Public Participation Scheme.

Gwen Swinburn made comments in relation to Agenda Item 5 (Appointment of Chief Executive).

These comments included factors which she felt should be considered in relation to the salary of the Chief Executive, including any payments for election duties. She also felt that if any technical advice was sought from former Chief Executives during the recruitment process that it be more appropriately from those without vested interests.

She also took the opportunity to request that consideration be given to the restoration of the deleted part of the webcast from the previous Full Council meeting. The Chair responded indicating that both he and the Vice Chair shared concerns about the deletion of the section of the webcast to which the speaker referred.

## **78. Appointment of Chief Executive**

*[See under Part B Minute]*

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

Members were told that since the publication of the paper, due to a national recommendation, the proposed salary of the Chief Executive would increase by 1%.

Members asked what additional money would be given to the Chief Executive in their salary for election duties. Officers did not have exact figures to hand, but confirmed that payments were made separate to the salary and were calculated in accordance with the national framework for such payments. The details of the payments would be confirmed to Members.

In response as to why a search agency had not been engaged to identify candidates, Members were told that candidates often signed up to a couple of websites and jobs were promoted to them. Those candidates who were missed were those who were not currently active in the job market. In response to another comment, a relocation bonus could be included if felt appropriate.

Resolved: (i) That the advertisement of the post of Chief Executive and Head of Paid Service at the job evaluated salary of £130,000 to £145,000 be approved.

(ii) That it be agreed to advertise the opportunity on a national jobs website, the CYC jobs website, to promote the opportunity on social media and ask recruitment agents to present appropriate candidates for the role.

(iii) That an Appointments Sub Committee be established and authorised to shortlist, interview and recommend for appointment subject to the necessary employment procedures. The Appointment Sub Committee be agreed as;

- Councillor Steward
- Councillor Looker
- Councillor Aspden

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

## **79. Pension or Exit Discretion**

Members received a report which advised them with the expenditure associated with a pension discretion.

A confidential annex containing the details of the flexible retirement pension discretion was circulated amongst Members. The proposal allowed for the retention of an experienced member of the team on reduced hours and the pension discretion had no cost to the council.

Resolved: That the proposal be agreed.

Reason: In order to exercise the council's discretionary powers in this instance.

## **Part B- Matters Referred to Full Council**

### **80. Appointment of Chief Executive**

*[See under Part A Minute]*

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

Recommend: That Council approve the salary package as between £130,000-£145,000.

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

Councillor C Steward, Chair

[The meeting started at 5.30 pm and finished at 5.50 pm].